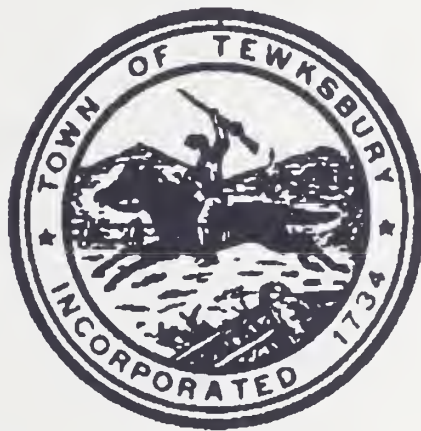


Annual Report

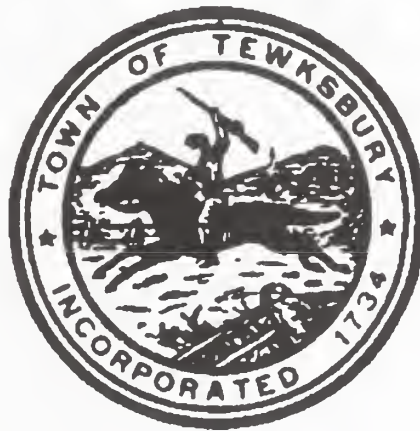
Town of Tewksbury Massachusetts



1993

Annual Report

Town of Tewksbury Massachusetts



1993

1993 IN MEMORIAM

Joseph J. Whelan	Board of Selectman — Chairman	1955-1976
	Board of Health	1955-1970
	Board of Public Welfare	1959-1967
	Water Commissioner	1976
	Council on Aging	1967-1975
	Fence Viewer	1957-1958
	Appraiser	1957-1959
George A. O'Connell	Board of Selectman — Chairman	1956-1967
	Board of Public Welfare	1957-1966
	Appraiser	1956-1963
	Fence Viewer	1956-1958
	Council on Aging	1967
	Council on Youth	1970-1973
Lawrence R. McGowan	Headmaster — Teacher	1955-1974
	High School Coach	
	Council on Youth	1970-1973
Marion L. Snook	Headstart Teacher	
	Town Clerks Office	1974-1983
	Election Worker	1984-1993
	Republican Town Committee	1976
William H. Schuellein	Board of Appeals	1979-1985
	Housing Authority	1980-1986
Elizabeth A. Fields	School Department	
	Election Worker	

1993 IN MEMORIAM

Dorothy M. Aldrich	Personal Board — Chairman	1967-1968
John A. McLaughlin, Jr.	Board of Appeals — Chairman	1970-1974
Denis D. DeDeo	Street Light Committee Council on Aging	1981-1993
Ruth McDermott	Council on Aging — Vice Chairman	1980-1993
James E. Jones	Police Officer (Retired)	1962-1992
Frank W. Sellers	DPW Worker	
Margaret W. Sheridan	School Teacher	
Catherine M. O'Neill	Employee Treasurer/Collectors Office	
Everett P. Daniels	Election Worker	
Claire B. Dockray	Election Worker	
Arthur H. Ferraioli	Election Worker	
Cyril Fields	Election Worker	
Louis P. Lavallee, Sr.	Election Worker	
Ida J. Moylan	Election Worker	

GENERAL GOVERNMENT

*Biograph
Appointed Committees
Annual Town Election*

*Town Officers
Special Government Districts
Annual and Special Town Meetings*

Biograph

1. **Town:**
Tewksbury, Massachusetts
Incorporated in 1734
2. **County:**
Middlesex, ss.
3. **Location:**
At the junction of two new superhighways in northeastern Massachusetts, U.S. Interstate 495 and U.S. Interstate 93. The Town is bordered on the north by the Merrimack River, northeast by Andover, southeast by Wilmington, southwest by Billerica and borders on Lowell on the west. It is 21 miles from Boston, 50 miles from Worcester, 30 miles from Salisbury Beach and 230 miles from New York City.
4. **Population:**
1970 _ 22,755
1980 _ 24,478
1990 _ 28,304
1993 _ 27,060
5. **Land Areas:**
20.70 square miles:
10,789.5 acres assessed
6. **Density:**
Person per square mile:
1970 _ 1,099
1980 _ 1,182
1990 _ 1,367
1993 _ 1,307
7. **Climate:**
Mean annual precipitation _ 43.40 inches. Mean temperature: in January, 26.6 degrees; in July, 73.7 degrees.
8. **Elevation:**
Highest point: Ames Hill, 363 feet;
North section: 200 feet;
West section: 150 feet;
Center, 120 feet;
South section, 150 feet above mean sea level.
9. **Topography:**
Fairly level terrain, with elevations varying from 100 feet to 200 feet above sea level. Soil is a mixture of sandy soil in southern section, wet and moist and of good texture along the central and northern sections.
10. **Established:**
Inhabitants separated from Billerica in 1733.
First Town Meeting held January 14, 1734.
Duly incorporated December 23, 1734.
11. **Form Of Government:**
Open Town Meeting

Elected Officers

SELECTMEN

Thomas G. Conlon, Chrm.	1994
Ann M. Looney	1994
John J. Kelley	1995
Richard Hanson	1995
Joan Dunlevy	1996

BOARD OF HEALTH

Charlotte Cooper, Chrm.	1994
Charles Coldwell	1995
William Lindsey	1996

TOWN CLERK

Elizabeth Carey	1996
-----------------	------

MODERATOR

James Coakley	1996
---------------	------

PLANNING BOARD

Rick Krause	1994
Robert Sullivan	1995
Brian O'Connor	1996
Cheryl Busch, Chrm.	1997
Robert Fowler	1998

SCHOOL COMMITTEE

Patricia Meuse	1994
Kevin Anderson	1994
Ann Romano	1995
Edward Dick, Chrm.	1995
Edward Doherty	1996

SCHOOL COMMITTEE-REGIONAL TECHNICAL

Peter Downing	1994
Richard Griffin	1995

TRUST FUND COMM.

Gregory Reynolds	1994
George Donovan	1995
Michael Kelley	1996

Appointive Officers

Town Manager-David G. Cressman

Exec. Sec'y-Sandra Barbeau

Town Counsel-Charles Zaroulis

Animal Inspector-Pam Brothers

Appraisers-Bd. of Selectmen

Attendance Officer-George Hazel

Auditor-Thomas Berube

Chief Assessor-Norman Boudreau

BOARD OF APPEALS

Thomas Gannon 1994

Dianna Giasullo 1995

Edward Johnson, Chrm. 1996

ASSOCIATE MEMBERS

Judy Norton 1994

Timothy Lynch 1994

BOARD OF REGISTRARS

Edward Creamer

Robert Hunter 1996

Elizabeth Carey, Clerk 1996

Beverly Bennett

BUILDING COMMISSIONER

Thomas Monahan, Acting Commissioner

CEMETERY OFFICER-John Collins

CIVIL DEFENSE DIRECTOR, Michael Sitar

CONSTABLES TERM TO EXPIRE 1995

Sandra Barbeau	Walter McAvoy
Henry E. Sullivan	David Hicks
Edwina Hudson	Armand Soucy
Robert Zambell	Herbert Hadley
Walter Collins	Yvonne R. Bozek
Harold Morang	Theresa Cooper
Mary Raddatz	James Panniello
Adrian Simpson	Leonard Bolton
David H. Muscovitz	Donald Stout
Timothy Lynch	Bessie Shilensky
John D. Sullivan	Cheryl Laffey
Steven Richardson	Wilfred Lambert
Edward Murphy	Thomas Flynn
Edward Martin	Bernard Brouillette
Barbara J. Sullivan	Lawrence E. Angove

DOG OFFICER

Walter Collins

DEFENCE VIEWERS

Marsha Hunt

Jae Gray

LIBRARY TRUSTEES

Donna Haines	1994
Maureen Kelley	1994
Nancy M. Boyle	1995
M. Eileen McDonagh	1995
Marjorie Conlon	1996
Carol Hazel	1996

HOUSING AUTHORITY

Louise Gearty	1994
Linda Brabant	1995
Rolland J. Roy	1996
Mary Delaney	1998
Salvatore Ciaccio, Governor Appt.	

WEIGHERS

George Brazee	Domenic Pensanailli
Brian Pender	Kathleen Holmes
Samuel Acavedo	Stephen Wladkowski
Robert Parker	Charles Janowski
Alfred Morin	Faith Hall
Richard Janowski	Earl Shikles

SEALER OF WEIGHTS

Frank Sullivan

Appointed Committees

CONSERVATION COMMISSION

William D. Hallisey, Chrm.	1994
Thomas Hoar	1994
Brian Balvkonis	1994
Nancy Barbour (res.)	1994
Vincent Spada	1995
Peter Peters	1995
James O'Donnell (res.)	1995
William Sharkey	1996
Robert LeBoeuf	1996

COUNCIL ON AGING

Joanne Aldrich, Chairperson	1994
Susan Sullivan	1995
Bernice Sprague	1996
Ruth McDermott (res.)	1995
Norman J. Desmarais	
Peg Keefe	1994

Joel Deputat	1996
Debra Aubut	1996
Hetta Thompson	1994
Frank Chriscitello	1996
Anna F. Yonaker	1995
Warren Hupper	1995

DPW SUPERINTENDENT

William Burris

TREASURER/COLLECTOR

Warren Carey

TOWN HISTORIAN

Francis L. Brown

VETERANS AGENT

Cornelius Barry

VETERANS BURIAL INDIGENT

Farmer & Dee, Inc.

Tewksbury Funeral Home

VETERANS GRAVE OFFICER

Harry Patterson

WIRE INSPECTOR

Jeremiah Delaney

INDUSTRIAL COMMISSION

Robert Kerber	1996
Mary Hallisey (reg.)	1997
Michael Angotti	1998
Irene Maliszewski	1997
Edward Doherty	1997
Stephen Geribo	1997
Phillip Stone	1997
James Sullivan	1997

NORTHERN MIDDLESEX AREA COMMISSION

David G. Cressman/Town Manager

PERSONNEL BOARD

Donna Gill (Emp. Rep.)	
Chairperson	1995
Michael F. Skerry	1995
William Blakeney	1996
H. David Perry	1994
Joseph Roux	1994

RECREATION COMMISSION

Ernest Lightfoot, Chrm.	1996
Brian M. Andriolo	1995
Peter Barbatos, Jr.	1994
William Blakeney	1994
Stephen T. Witham	1994
Robert Sullivan (res.)	1994

SOLID WASTE REPRESENTATIVE

Edward Flanagan

CABLE ADVISORY COMMITTEE

Edmund Stoddard
David Hicks
Gertrude M. Carey
Joseph Salvo
Richard DiPrimo

CABLE T.V. RENEGOTIATIONS COMMITTEE

Kevin Anderson, School Dept.
Michael B. Sullivan, School Dept.
Joe Gill, Finance Comm.
Ann Looney, Bd. of Selectmen
Ed Stoddard, Cable T.V.
Dave Knight

PATRIOTIC ACTIVITIES COMMITTEE

Elizabeth Carey
James Coakley
Fred Porter
Diane Porter
Kevin Downey, VFW Rep.
Bob Fairbairn, DAV Rep.
Alphee Deveau
Laurie Siano
Edward Fonseca
Jack Jones, Amer. Legion Rep.

MASS. CULTURAL COUNCIL

Eleanor Corey	Alita MacElhiney
Irene Maliszewski	Mary Jane Morehouse
Scott Strainge	Maria Galante
Victoria Gharthey	Joann Brace
Karen Gagne	Ann Marie Mowat
Greta Bowley	Janette Priest
Smita Shah	

FINANCE COMMITTEE

Joe Gill, Chrm.	George Donovan
John Wynn	Bunky Holden
Kathy Kinsella	Leann D'Entremont
Tom Cooke	Pat Millward
Joan D'Souza	

HOMECOMING COMMITTEE

Charles E. Coldwell	Jill M. Hallisey
Richard P. Morris	Leo Bernardi
Eleanor G. Corey	Barbara Bernardi
Lorraine M. Cuskey	Charles Priest
William Cuskey	

RECYCLING COMMITTEE

David G. Cressman	David H. Hicks
Richard J. Levasseur	Tania A. Butler
William S. O'Brien	Michael D. Fiore
Charles T. Coppola	Paula T. Coppola
Charles Coldwell	Joseph Gill
Jae Gray	Colette Starliper

TOWN COMMON COMMITTEE

Rep. James Miceli	Fire Chief Ryan
William Burris	Yvonne Hall
Charles Coppola	Ernie Lightfoot
John Kane	Bob Fowler
Richard Morris	Jim Morris
Police Chief Mackey	Bunky Holden
Sandy Polimeno	

MEMORIAL COMMITTEE

Charles Coldwell	John Kane
Richard Morris	Leo Bernardi
Thomas Gordon	Kevin Downey

Special Governmental Districts

SENATORS IN CONGRESS

HONORABLE EDWARD M. KENNEDY (D)

Senate Office Building, Washington

HONORABLE JOHN KERRY (D)

Senate Office Building, Washington

CONGRESSIONAL DISTRICT:5TH MARTIN MEEHAN

House of Representatives, Washington

STATE GOVERNMENT

JOHN O'BRIEN (D)

Second Essex & Middlesex Senatorial Districts
Senate Offices: State House, Boston, MA

JAMES R. MICELI (D)

Twentieth Middlesex District of General Courts
House of Representatives, State House
Boston, MA

COUNTRY GOVERNMENT COMMISSIONER

Thomas J. Larkin
Edward J. Kennedy, Jr.
Francis X. Flaherty, Esq.

Annual Town Election

April 3, 1993

At a meeting of the Inhabitants of the Town of Tewksbury, called by proper warrant and qualified to vote in Town affairs, held this day at the High School for Precinct 1 and 1A, Trahan School for Precinct 2 and 2A, North Street School for Precinct 3 and 3A, and the Wynn Middle School for Precinct 4, the following business was transacted. Registers on ballot boxes in the seven Precincts showed 0000, and check lists were in order. Polls opened at 8:00 A.M. and closed at 8:00 P.M. There were 3,846 votes cast. Precinct 1 — 546; Precinct 1A — 719; Precinct 2 — 570; Precinct 2A — 513; Precinct 3 — 571; Precinct 3A — 469; Precinct 4 — 458.

	Prec 1	Prec 1A	Prec 2	Prec 2A	Prec 3	Prec 3A	Prec 4	Total	
ONE SELECTMAN _ THREE YEARS									
Thomas M. Camara	126	174	173	168	150	102	126	1019	
Joan M. Dunlevy	198	302	193	157	248	209	172	1479	*
William D. Hallisey	164	168	118	113	124	116	108	911	
Donna M. Harrington	39	57	72	65	31	36	42	342	
Blanks	15	14	13	7	16	6	10	81	
Others	4	4	1	3	2	0	0	14	
ONE MODERATOR _ THREE YEARS									
James P. Coakley	408	509	406	376	419	331	333	2782	*
Blanks	129	196	156	123	138	128	119	989	
Others	9	14	8	14	14	10	6	75	
ONE TOWN CLERK _ THREE YEARS									
Elizabeth A. Carey	446	576	451	404	462	356	366	3061	*
Blanks	94	131	109	104	103	102	85	728	
Others	6	12	10	5	6	11	7	57	
ONE BOARD OF HEALTH _ THREE YEARS									
William L. Lindsey	406	507	404	389	402	320	325	2753	*
Blanks	135	204	162	119	166	149	129	1064	
Others	5	8	4	5	3	0	4	29	
ONE PLANNING BOARD _ FIVE YEARS									
Robert A. Fowler	320	425	289	259	337	289	260	2179	*
Victor A. Boivin	198	240	246	216	201	154	165	1420	
Blanks	25	50	31	36	31	26	29	228	
Others	3	4	4	2	2	0	4	19	
ONE SCHOOL COMMITTEE _ THREE YEARS									
Scott J. Consaul	219	300	244	220	286	231	200	1700	
Edward J. Doherty	309	388	298	267	267	211	238	1978	*
Blanks	17	28	25	25	17	24	18	154	
Others	1	3	3	1	1	3	2	14	
ONE HOUSING AUTHORITY _ FIVE YEARS									
Mary F. Delaney	324	417	343	295	330	255	274	2238	*
Bernard F. Cooney	170	223	172	162	172	166	126	1191	
Blanks	51	76	54	53	67	46	57	404	
Others	1	3	1	3	2	2	1	13	

TWO TRUSTEES PUBLIC LIBRARY _ THREE YEARS

Marjorie A. Conlon	351	455	335	306	357	278	280	2362
Carol A. Hazel	270	390	298	252	300	256	236	2002
Blanks	465	587	506	464	485	399	399	3305
Others	6	6	1	4	0	5	1	23

ONE TRUST FUND COMMISSIONER _ THREE YEARS

Jerome Selissen	2	3	1	3	2	4	5	20
Michael P. Kelley	6	5	16	4	26	13	0	70
John D. Sullivan	0	0	0	0	4	0	0	4
Blanks	456	607	480	425	456	377	375	3176
Others	82	104	73	81	83	75	78	576

ATTEST:

Elizabeth A. Carey, CMC
Town Clerk

1993 Annual Town Meeting

**Tewksbury Memorial High School
320 Pleasant Street
May 3 & 5, 1993**

Moderator James Coakley opened the 1993 Annual Town Meeting at 8:00 PM.

Reverend Richard Haley, Pastor of the First Baptist Church, offered the invocation and Blessings upon the Assembly.

Moderator Coakley called for a Moment of Silence for all the deceased Town Officials and Employees.

The Moderator read the Town Meeting Guidelines and designated the seating area for visitors.

Thomas Conlon, board of Selectmen Chairman, reminded and encouraged the Assembly to complete and submit the two (2) Surveys provided by the Library Trustees and Representative James Miceli.

Selectman Conlon mentioned that the Tewksbury Memorial High School Sophomore Class were conducting a fund raiser by selling refreshments in the cafeteria.

Moderator Coakley explained the Lottery System that is used for the Annual Town Meeting.

Moderator Coakley welcomed and introduced Troop Leader, Donna Clark, and the members of Boy Scout Troop 47; Marc Gagnon, Tom Eisenhauer, Eric Reed, Mark Corbett, Andrew MacKenzie and Jon Tackach. They are in the process of earning their Scout Citizenship Merit Badge.

Finance Committee Chairman, Joseph Gill, motioned to Waive the Reading of the Warrant Articles and this motion was Adopted at 8:09 PM. (5-3-93)

On Monday, May 3, 1993, there were 199 voters and 21 visitors in attendance.

Finance Committee Chairman, Joseph Gill, motioned to adjourn the Monday, May 3, 1993, Annual Town Meeting until Wednesday, May 5, 1993, at 8:00 PM, and this motion was adopted. 11:04 PM (5-3-93)

Moderator Coakley reconvened the 1993 Annual Town Meeting at 8:08 PM and a motion was made to recess the 1993 Annual Town Meeting so as to complete the May 5, 1993 Special Town Meeting, and this motion was adopted at 8:08 P.M. (5-5-93)

Moderator Coakley reconvened the 1993 Annual Town Meeting at 8:32 PM. There were 217 voters and 14 visitors in attendance.

Finance Committee Chairman, Joseph Gill, motioned to adjourn the 1993 Annual Town Meeting, sine die, and this motion was adopted at 10:18 P.M. (5-5-93)

ARTICLE 1

To choose all necessary Town Officers, by ballot, One (1) member of the Board of Selectmen for three years; One (1) member of the Board of Health for three years; One (1) position for Town clerk for three years; One (1) position for Moderator for three years; One (1) member of the Planning Board for five years; One (1) member of the School Committee for three years; One (1) member of the Housing Authority for five years Two (2) Library Trustees for three years; and One (1) Trust Fund Commissioner or three years.

Accomplished at the 1993 Annual Town Election, Saturday, April 3, 1993.

ARTICLE 2

To hear and act upon reports of the various town officers or take any action relative thereto.

A motion was made to accept the 1992 Annual Town Report and this motion was adopted at 8:10 PM. (5-3-93)

ARTICLE 3

To see if the Town will vote to fix the salaries of several elected officials for the fiscal year 1994.

	FY93 Present Salary	FY94 Requested Salary
BOARD OF HEALTH		
Chairman	\$450.00	\$450.00
Members (2)	\$350.00	\$350.00
MODERATOR	\$450.00	\$450.00
PLANNING BOARD		
Chairman	\$1,100.00	\$1,100.00
Members (4)	\$750.00	\$750.00
SCHOOL COMMITTEE		
Chairman	\$3,000.00	\$3,000.00
Members (4)	\$2,500.00	\$2,500.00
SELECTMEN		
Chairman	\$5,000.00	\$6,000.00
Members (4)	\$4,000.00	\$5,000.00

Motion: Board of Selectman Chairman, Thomas Conlon, motioned to Level Fund and Adopt, Article 3, with the FY93 Present Salary figure and return at a September Special Town Meeting to make any necessary changes.

School Committee Chairman, Edward Dick and Finance Committee Chairman, Joseph Gill, concurred with this motion.

Voted: Article 3 was Adopted with the FY93 Present Salary amounts, as written in the Warrant. 8:55 PM (5-5-93)

ARTICLE 4

To see what sums of money the Town will vote to raise and appropriate or transfer from available funds, or otherwise, for its necessary and expedient purposes, hereinafter designated, and determining that the same be expended only for such purposes under the direction of the respective boards, committee and officers as follows:

	FY91 Expended	FY92 Expended	FY93 Adopted	FY94 Budget Requests 2/5/92
1. Moderator				
Salaries	500	450	450	450
New Employees	0	0	0	0
Operating	66	39	100	100
Out/State Travel	0	0	0	0
Line Items	0	0	0	0
Outlay	0	0	0	0
(Dept. Total)	566	489	550	550

2. Selectmen				
Salaries	80,491	72,553	69,998	75,492
New Employees	0	0	0	0
Operating	40,300	38,926	40,526	40,526
Out/State Travel	0	0	0	0
Line Items (Legal Serv.)	46,929	48,916	30,000	30,000
Outlay	0	0	0	3,000
(Dept. Total)	167,720	160,395	140,524	149,018
3. Town Manager				
Salaries	178,057	187,027	160,027	155,102
New Employees	0	0	0	0
Operating	5,995	3,175	5,700	6,600
Out/State Travel	0	0	0	0
Line Items				
Rubbish Co.1	299,344	500,208	547,159	536,000
Rubbish Disposal		833,910	831,095	928,080
Outlay	0	0	0	0
(Dept. Total)	1,483,396	1,524,872	1,543,981	1,625,782
4. Finance Committee				
Salaries	1,783	0	1,800	2,500
New Employees	0	0	0	0
Operating	665	459	560	1,010
Out/State Travel	0	0	0	0
Line Items	0	0	0	0
Outlay	0	0	0	0
(Dept. Total)	2,448	459	2,360	3,510
5. Accounting				
Salaries	126,066	120,763	125,327	128,165
New Employees	0	0	0	0
Operating	1,064	471	1,500	2,500
Out/State Travel	0	0	0	0
Line Items (Recd Binding)	0	0	0	0
Outlay	0	0	0	0
(Dept. Total)	127,130	121,234	126,827	130,665
6. Computer system				
Salaries	0	0	0	0
New Employees	0	0	0	46,980
Operating	53,795	71,290	93,355	96,355
Out/State Travel	0	0	0	0
Line Items	0	0	0	0
Outlay	0	0	0	0
(Dept. Total)	53,795	71,290	93,355	143,335
7. Assessors				
Salaries	145,644	143,997	152,234	143,575
New Employees	0	0	0	0
Operating	31,574	34,098	34,800	34,800
Out/State Travel	0	0	0	0
Line Items (Reval.)	1,000	7,422	1,000	10,000
Outlay	0	0	0	0
(Dept. Total)	178,218	185,517	188,034	188,375

8. Treasurer-Collector					14. Conservation Commission				
Salaries	240,539	290,057	304,349	310,860	Salaries	10,418	9,566	10,566	11,211
New Employees	0	0	0	17,646	New Employees	0	0	0	0
Operating	146,586	169,010	159,350	195,581	Operating	1,404	1,565	1,510	1,510
Out/State Travel	0	0	0	0	Out/State Travel	0	0	0	0
Line Items (Book Bind)	0	0	0	0	Line Items	0	0	0	0
Employee Training Sem.	0	0	0	0	Outlay	0	0	0	0
Outlay	0	0	0	7,400	(Dept. Total)	11,822	11,131	12,076	12,721
(Dept. Total)	387,125	459,067	463,699	531,487	15. Planning Board				
9. Town Counsel					Salaries	66,996	66,923	71,049	73,251
Salaries	0	0	0	0	New Employees	0	0	0	0
New Employees	0	0	0	0	Operating	8,585	3,811	4,500	4,500
Operating	75,000	80,224	90,000	95,000	Out/State Travel	0	0	0	0
Out/State Travel	0	0	0	0	Line Items				
Line Items	0	0	0	0	(N.M.A.C.)	6,896	7,017	7,018	13,038
Outlay	0	0	0	0	Outlay	0	0	0	0
(Dept. Total)	75,000	80,224	90,000	95,000	(Dept. Total)	82,477	77,751	82,567	90,789
10. Personnel Board					16. Board of Appeals				
Salaries	2,399	2,744	1,264	2,500	Salaries	3,345	4,052	4,320	4,320
New Employees	0	0	0	0	New Employees	0	0	0	0
Operating	13	124	300	300	Operating	3,328	1,774	3,530	3,530
Out/State Travel	0	0	0	0	Out/State Travel	0	0	0	0
Line Items (Print By-Laws)	0	0	0	0	Line Items	0	0	0	0
Outlay	0	0	0	0	Outlay	0	0	0	0
(Dept. Total)	2,412	2,868	1,564	2,800	(Dept. Total)	6,673	5,826	7,850	7,850
11. Town Clerk					17. Comprehensive Housing Committee				
Salaries	90,412	88,602	94,655	97,758	Salaries	204	141	500	500
New Employees	0	0	0	8,800	New Employees	0	0	0	0
Operating	11,090	14,551	13,735	12,348	Operating	0	0	10	10
Out/State Travel	0	0	0	0	Out/State Travel	0	0	0	0
Line Items	0	0	0	0	Line Items	0	0	0	0
Outlay	0	0	0	0	Outlay	0	0	0	0
(Dept. Total)	101,502	103,153	108,390	118,906	(Dept. Total)	204	141	510	510
12. Election					18. Cable Television				
Salaries	18,998	12,043	20,000	10,000	Salaries	0	4,107	0	0
New employees	0	0	0	0	New Employees	0	0	0	0
Operating	0	0	0	4,550	Operating	12,400	7,375	12,560	12,560
Out/State Travel	0	0	0	0	Out/State Travel	0	0	0	0
Line Items	0	0	0	12,000	Line Items	0	0	0	0
Outlay	0	0	0	0	Outlay	0	0	0	0
(Dept. Total)	18,998	12,043	20,000	26,550	(Dept. Total)	12,400	11,482	12,560	12,560
13. Board of Registrars					19. Town Hall				
Salaries	2,650	2,650	2,650	2,650	Salaries	31,067	15,669	16,012	16,249
New Employees	0	0	0	0	New Employees	0	0	0	0
Operating	2,351	2,346	2,511	1,411	Operating	37,592	35,832	38,931	39,931
Out/State Travel	0	0	0	0	Out/State Travel	0	0	0	0
Line Items	0	0	0	0	Line Items	0	0	0	0
Outlay	0	0	0	0	Outlay	0	0	0	0
(Dept. Total)	5,001	4,996	5,161	4,061	(Dept. Total)	68,659	51,501	54,943	56,180

20. Police					Line Items	0	0	0	0
Salaries	2,595,094	2,446,560	2,579,928	2,849,231	Outlay	0	4,000	0	17,500
New Employees	0	0	13,000	0	(Dept. Total)	5,867	10,209	6,551	24,051
Operating	79,276	82,964	107,181	154,970	26. Dog Officer				
Out/State Travel	0	0	0	6,200	Salaries	35,331	34,069	35,281	35,602
Line Items	0	0	0	0	New Employees	0	0	0	0
Outlay	0	12,255	69,664	67,237	Operating	5,583	5,502	5,776	6,208
(Dept. Total)	2,674,370	2,541,779	2,769,773	3,077,638	Out/State Travel	0	0	0	0
21. Auxiliary Police					Line Items	0	0	0	0
Salaries	0	0	0	0	Outlay	0	0	0	0
New Employees	0	0	0	0	(Dept. Total)	40,914	39,571	41,057	41,810
Operating	1,111	893	1,166	1,281	27. Parking Clerk				
Out/State Travel	0	0	0	0	Salaries	0	0	0	0
Line Items	0	0	0	0	New Employees	0	0	0	0
Outlay	0	0	0	0	Operating	1,457	2,624	2,200	2,200
(Dept. Total)	1,111	893	1,166	1,281	Out/State Travel	0	0	0	0
22. Fire					Line Items	0	0	0	0
Salaries	2,375,090	2,270,419	2,303,503	2,944,722	Outlay	0	0	0	0
New Employees	0	0	14,377	290,451	(Dept. Total)	1,457	2,624	2,200	2,200
Operating	81,916	92,175	90,160	103,600	28. School				
Out/State Travel	0	0	0	4,000	Salaries	11,812,663	11,162,517	11,294,690	12,410,005
Line Items (Mutual					New Employees	0	0	0	0
Aid)	0	150	150	150	Operating	3,638,247	3,861,754	3,559,640	4,490,272
Fire Alarm	0	0	0	0	Out/State Travel	1,720	1,505	1,501	1,500
No. Station Maint	0	0	0	4,120	Line Items	41,997	0	0	0
Engine Rep	0	0	0	0	Outlay	10,944	28,977	61,569	105,000
Fire Prev. Wk.	0	0	0	0	(Dept. Total)	15,505,571	15,054,753	14,917,400	17,006,777
Ambulance	8,532	9,427	14,000	14,000	29. Public Works				
Physical	0	0	0	0	Salaries	1,802,175	1,722,311	1,653,745	1,688,427
Outlay	5,489	5,719	7,375	243,034	New Employees	0	0	0	0
(Dept. Total)	2,471,027	2,377,890	2,429,565	3,604,077	Operating	711,740	683,085	685,200	751,200
23. Building					Out/State Travel	0	0	0	0
Salaries	221,333	211,128	192,848	228,330	Line Items				
New Employees	0	0	0	0	Town Shr. Lowell				
Operating	11,039	8,346	9,830	9,830	Sewer	172,222	196,413	185,000	195,000
Out/State Travel	0	0	0	0	Snow/Ice Control	0	0	0	0
Line Items	0	0	0	0	Sewer/Well Proj.	0	0	0	0
Outlay	0	0	0	0	Testing of Wells	0	0	0	0
(Dept. Total)	232,372	219,474	202,678	238,160	Purchase of				
24. Weights & Measures					Water	572,000	695,109	550,000	475,000
Salaries	1,775	1,776	1,776	1,955	Lar. Wtr. Meter				
New Employees	0	0	0	0	Repl.	3,987	0	3,000	3,000
Operating	600	650	650	700	Sewer				
Out/State Travel	0	0	0	0	Coordinator	0	0	0	0
Line Items	0	0	0	0	Wtr./Swr. Billing	22,013	0	0	0
Outlay	0	0	0	0	Road				
(Dept. Total)	2,375	2,426	2,426	2,655	Resurfacing	23,067	27,428	29,000	150,000
25. Civil Defense					L.A./F.E.Loader	16,135	0	0	0
Salaries	886	886	886	886	Hol./Dec. Acct.	0	0	0	0
New Employees	0	0	0	0	Outlay	0	19,522	37,244	392,564
Operating	4,981	5,323	5,665	5,665	(Dept. Total)	3,323,339	3,343,868	3,143,189	3,655,191
Out/State Travel	0	0	0	0					

30. Street Lighting

Salaries	0	0	0	0
New Employees	0	0	0	0
Operating	123,452	123,848	131,695	131,695
Out/State Travel	0	0	0	0
Line Items	0	0	0	0
Outlay	0	0	0	0
(Dept. Total)	123,452	123,848	131,695	131,695

31. Cemeteries

Salaries	0	0	0	0
New Employees	0	0	0	0
Operating	1,250	1,400	1,400	1,400
Out/State Travel	0	0	0	0
Line Items	0	0	0	0
Outlay	0	0	0	0
(Dept. Total)	1,250	1,400	1,400	1,400

32. Snow & Ice

Salaries	66,312	32,840	46,014	46,015
New Employees	0	0	0	0
Operating	82,671	82,636	55,000	55,000
Out/State Travel	0	0	0	0
Line Items	0	0	0	0
Outlay	0	0	0	0
(Dept. Total)	148,983	115,476	101,014	101,015

33. Foster School

Salaries	0	0	0	0
New Employees	0	0	0	0
Operating	5,774	3,351	7,000	7,000
Out/State Travel	0	0	0	0
Line Items	0	0	0	0
Outlay	0	0	0	0
(Dept. Total)	5,774	3,351	7,000	7,000

34. Health

Salaries	66,358	66,571	72,033	76,382
New Employees	0	0	0	12,466
Operating	5,442	6,049	14,300	20,350
Out/State Travel	0	0	0	0
Line Items (Haz./				
Health)	17,197	0	0	25,000
Hazd. Waste	0	0	0	0
Outlay	0	0	0	0
(Dept. Total)	88,997	72,620	86,333	134,198

35. Community Action

Salaries	25,728	25,204	26,438	26,887
New Employees	0	0	0	0
Operating	546	588	1,050	1,050
Out/State Travel	0	0	0	0
Line Items	0	0	0	0
Outlay	0	2,913	0	0
(Dept. Total)	26,274	28,705	27,488	27,937

36. Council on Elderly

Salaries	27,212	26,174	27,726	28,009
New Employees	0	0	0	15,219
Operating	25,273	28,207	27,972	31,277
Out/State Travel	0	0	0	0
Line Items (Jan.				
Serv.)	7,500	8,000	9,311	9,769
Merr. Val.				
Homecare	1,600	1,600	1,600	1,600
Ann. Christ. Dinner	3,000	3,000	3,000	
Retired Sr. Vol.				
Prog.	1,600	1,600	1,600	1,600
Outlay	0	0	0	0
(Dept. Total)	66,185	68,581	71,209	90,466

37. Veterans Services

Salaries	64,109	53,123	61,134	63,264
New Employees	0	0	0	0
Operating	1,306	840	2,400	2,400
Out/State Travel	0	0	0	0
Line Items	93,668	73,060	79,500	79,500
Outlay	0	0	0	0
(Dept. Totals)	159,083	127,023	143,034	145,164

38. Exceptional Children

Salaries	11,838	11,838	11,838	11,838
New Employees	0	0	0	0
Operating	8,808	10,696	11,980	11,980
Out/State Travel	0	0	0	0
Line Items	0	0	0	0
Outlay	0	0	0	0
(Dept. Totals)	20,646	22,534	23,818	23,818

39. Patriotic Activities Committee

Salaries	0	0	0	0
New Employees	0	0	0	0
Operating	13,918	12,000	12,000	12,000
Out/State Travel	0	0	0	0
Line Items	0	0	0	0
Outlay	0	0	0	0
(Dept. Totals)	13,918	12,000	12,000	12,000

40. Library

Salaries	171,735	164,982	179,448	182,626
New Employees	0	0	0	0
Operating	50,260	70,721	54,025	59,525
Out/State Travel	0	0	0	0
Line Items				
(Automation)	9,588	10,091	8,110	15,510
Outlay	0	0	0	0
(Dept. Totals)	231,583	245,794	241,583	257,661

41. Recreation

Salaries	21,389	20,763	24,098	24,098
New Employees	0	0	0	0
Operating	1,338	4,944	3,936	3,936

Out/State Travel	0	0	0	0
Line Items				
(Programs)	9,087	15,320	15,300	15,300
Outlay	0	0	0	0
(Dept. Totals)	31,814	41,027	43,334	43,334

Dept. Totals 27,961,908 27,340,284 27,360,864 31,830,179

42. Unclassified

Maturing Debt

1,745,000 1,735,000 1,644,141 2,085,000

Interest-Maturing Debt

1,606,258 1,564,840 1,640,588 1,671,802

Interest Temporary Loan

360,441 92,680 100,000 100,000

Regional Vocational Sch

1,576,871 1,730,232 1,765,938 1,950,688

Occupational Injury Res.

30,544 37,647 30,000 30,000

Unemployment Compensation

119,102 100,464 40,000 0

Group Insurance

2,120,450 2,450,665 2,840,797 2,840,797

Medicare Tax

54,900 104,667 61,000 64,000

Fire/Liability Ins

290,117 273,621 235,000 235,000

(Dept. Total)

7,903,683 8,089,816 8,357,464 8,977,287

ATM Total Budget

35,865,591 35,430,100 35,718,328 40,807,466

Motion: Board of Selectman Chairman, Thomas Conlon, motioned to Level Fund the Budget at the FY93 amounts and return at a September Special Town Meeting to make any necessary changes.

School committee Chairman, Edward Dick and finance Committee Chairman, Joseph Gill, concurred.

Voted: Article 4 was Adopted with the FY93 Adopted Budget amounts, as written in the Warrant. 8:55 PM (5-5-93)

ARTICLE 4

Total Budget Appropriation	\$35,718,328.00
Other Available Funds	.00
Budget Appropriation By Taxation	\$35,718,328.00

Article	Raise & Appropriate	Transfer From	Borrow
4. Annual Budget	\$35,718,328.00		
5. Reserve Fund	50,000.00		
9. Construction, Reconstruction, Improvement, & Repair of Primary and/or Local Roads		376,324.00	"1991 Transportation Bond Issue"
22. Conduct a Health Study	12,400.00		
Upper South St. Area			
26. Conservation Commission		1,121.00	Wetlands Protection Acct.
Salary Account			
34. Reimburse Laurence Bairstow	7,305.34		
Legal Expenses			
37. Install Sewers		100,015.99	Certain Prev. Approp. Monies
Foster Road			
Total Raise & Appropriate	\$35,788,033.34		
Total Transfers		477,460.99	
Total Borrow			.00

APPROPRIATION CERTIFICATE — FISCAL 1994 RECAPITULATION

Tax Levy (Total Raise & Appropriate)	\$35,788,033.34
Reduce Tax Levy	.00
Net Tax Levy	\$35,788,033.34
Other Available Funds	477,460.99
(Transfers — Articles 9,26 & 37)	
Total Appropriation	\$36,265,494.33

Attest:

Elizabeth A. Carey, CMC
Town Clerk

ARTICLE 5

To see if the town will vote to raise and appropriate \$50,000 for a reserve fund, pursuant to the provisions of Massachusetts General Laws, Chapter 40, Section 6, or take any other action relative thereto.

Board of Selectmen/Town Manager

Motion: The Finance Committee motioned to Adopt and Raise and Appropriate \$50,000.

Voted: Article 5 was Adopted.

ARTICLE 6

To see if the Town will vote to authorize the Board of Selectmen to sell after first giving notice of the time and place of sale by posting such notice of sale in some convenient and public place in the Town and advertising for three successive weeks at least fourteen days before the sale, property taken by the Town under the tax title procedure, provided that the Board of Selectmen or whomever they authorize to hold such public auction shall reject any bid which they deem inadequate and provided that no property shall be sold for less than a minimum of 75% of fair market value. Fair market value, for the purpose of this article, is defined as the value calculated by the Board of Assessors. Fair market value is calculated by the Board of Assessors and its supporting formulas and rates used, such formulas and rates based upon standard real estate and/or assessment valuation procedures, shall be filed with the Town Clerk a minimum of fourteen days prior to the date of bidding or sale, whichever occurs first or take any action relative thereto.

Board of Selectmen/Town Manager

Motion: The Finance Committee motioned to Adopt.

Voted: Article 6 was Adopted.

ARTICLE 7

To see if the Town will vote to authorize the Treasurer to enter into written agreements for deposit of public funds in banking institutions in return for banking services for fiscal 1994 pursuant to Chapter 44, Section 53F of the Massachusetts General Laws, as amended by Chapter 454 of the Acts of 1989 or take any other action relative thereto.

Treasurer/Collector

Motion: The finance committee motioned to Adopt.

Voted: Article 7 was Adopted.

ARTICLE 8

To see if the Town will vote to accept \$48,352 Equal Education Opportunity Grant for the Shawsheen Valley Regional Vocational Technical High School District for the 1993-1994 School Year or take any other action relative thereto.

Shawsheen Valley Regional School Committee

Motion: The Finance Committee motioned to Adopt.

Voted: Article 8 was Adopted.

ARTICLE 9

To see if the Town will vote to raise and appropriate the sum of \$376,324 in Chapter 90 funds or borrow in anticipation of said funds to be expended by the Town Manager for the purpose of construction, reconstruction, improvement and repair of primary and/or local roads. If by borrowing to authorize the Treasurer with the approval of the Town Manager to borrow not exceeding the sum of \$376,324 under and pursuant to Chapter 44 Section 7 of the Massachusetts General Laws as amended and supplemented, or any other enabling authority and to issue bonds and notes of the Town therefore, and the Town Manager is authorized to apply for, accept and expend any state aid or reimbursement that may be available for the foregoing purposes, said monies borrowed will be reimbursed 100% by the Commonwealth of Massachusetts under various statutes, provided that the borrowing hereafter authorized shall be reduced by the amount of such reimbursement agreed to by the Commonwealth and that the Treasurer with the approval of the Town Manager is authorized to borrow such sums as may be necessary in anticipation of such reimbursement pursuant to Chapter 44, Section 6A of the Massachusetts General Laws or take any other action relative thereto.

Town Manager

Motion: Treasurer Warren Carey motioned to Reconsider Article 9. The Finance Committee concurred.

Voted: The Reconsideration of Article 9 prevailed. 15 YES — 0 — NO (2/3's vote required)

Motion: Treasurer Carey motioned to Amend and Adopt Article 9.

Voted: Mr. Carey's Amendment was Adopted. Article 9 was Adopted as Amended.

AMENDMENT:

To see if the town will vote to rescind the action taken under Article 9 at the May 3, 1993 session of the annual town meeting and to instead TRANSFER the sum of \$376,324 in Chapter 90 funds from an account entitled "1991 Transportation Bond Issue" as recommended by the Bureau of Accounts. Said funds are to be expended under the direction of the Town Manager for construction, re-construction, improvement and repair of primary and/or local roads.

The Town Manager is further authorized to apply for, accept and expend any state aid or reimbursement which may be made available for the foregoing purposes.

ARTICLE 10

To see if the Town will accept \$27,402.00 Equal Opportunity Grant for the Tewksbury Public School for the 1993-1994 School Year or take any other action relative thereto.

School Committee

Motion: The Finance Committee motioned to Adopt Article 10

Voted: Article 10 was Adopted.

ARTICLE 11

To see if the Town will vote to raise and appropriate, or transfer from available funds the sum of \$90,000 to be expended by the School Committee, for the purpose of engaging an engineering firm to prepare plans and bid specifications and to enter into a contract for the purpose of making repairs to the existing rooftop ventilation fans at Tewksbury Memorial High School, or take any other action relative thereto.

School Committee

Motion: School Committee Chairman, Edward Dick, motioned to withdraw Article 11 and this motion was Adopted.

ARTICLE 12

To see if the Town will vote to raise and appropriate, or transfer from available funds the sum of \$40,000 to be expended by the School Committee, for the purpose of engaging an engineering firm to prepare plans and bid specifications and to enter into a contract for the purpose of moving contaminated soil from the Louise Davy Trahan School and the North Street School and presently stockpiled at the Department of Public Works to a Department of Environmental Protection approved landfill site, or take any other action relative thereto.

School Committee

Motion: The Finance Committee motioned for the indefinite postponement of Article 12 and the Board of Selectmen concurred.

The School Committee motioned to Adopt Article 12, as written.

Voted: Article 12 was indefinitely postponed.

ARTICLE 13

To see if the town will vote to amend the Zoning By-Laws, Section 1. Administrative and Enforcement, Paragraph 1.5.2.2 Variances to add the following language after the last sentence:

Any lot that has been granted a variance for which a building permit has been obtained within one year of the grant of the variance, actual construction of the building shall commence and shall continue in good faith. If construction is left abandoned for two years, the variance shall lapse.

Town Manager

Motion: The Planning Board motioned to Adopt Article 13. Assessor Barbara Flanagan motioned to Amend. Mr. Thomas Camara motioned for indefinite postponement.

Voted: The motion for indefinite postponement failed. Assessor Flanagan's Amendment was Adopted. Article 13 was Adopted, as amended. 18 YES — 0 — NO (2/3's vote required)

AMENDMENT:

add after "variance" the words "or Special Permit" in line 4 and last line.

ARTICLE 14

To see if the Town will vote to amend section 2 Definitions, of the Zoning By-Laws, to include the word Debris:

DEBRIS: Accumulated fragments, ruins, rubbish including but not limited to truck and automotive parts, bodies, or body parts, construction material or remnants, household furniture and appliances, machinery, equipment and/or metals.

Further to amend section 2 Definitions, of the Zoning By-Laws to include the word **OBJECTIONABLE FEATURE:**

OBJECTIONABLE FEATURE: Any situation or condition on a lot which will devalue or otherwise impair the neighborhood, structure, or a condition not commonly found on similar properties or take action thereon.

Town Manager

Motion: The finance Committee had no recommendation. Town Manager, David Cressman, motioned to Amend and Adopt Article 14.

The Planning Board concurred to Adopt Article 14.

Voted: The Town Manager's Amendment was Adopted. Article 14 was Adopted, as Amended.

23 YES — 0 — NO (2/3's vote required)

AMENDMENT:

To see if the town will vote to amend Section 2, Definitions, of the Zoning By-Laws, to include the word Debris.

DEBRIS: Accumulated fragments, ruins, rubbish in addition to this usual meaning to also include but not be limited to the following: used motor vehicle and heavy equipment parts and demolition materials from buildings and other structures.

ARTICLE 15

To see if the Town will vote to amend section 4. Use Regulation, of the Zoning By-Laws, Paragraph 4.1 GENERAL, in the second paragraph to add the words: **WHICH SHALL INCLUDE TRUCK BODIES**, after the words objectionable features, and to add the word **DEBRIS**, after the word dust, to read as follows:

In all zoning districts no use shall be permitted which would be offensive because of injurious or obnoxious noises, vibrations, smoke, gas, fumes, odors, dust, **DEBRIS**, or other objectionable features, **WHICH SHALL INCLUDE TRUCK BOX BODIES**, or be hazardous to the community on account of fire or explosions or any other cause. No permit shall be granted for any use which may prove injurious to the safety or general welfare of the neighborhood into which it proposes to locate or which may prove destructive of property values because of any excessive nuisance qualities or taken any action thereon.

Town Manager

Motion: The Town Manager motioned to Adopt Article 15. The Planning Board concurred.

Voted: Article 15 was Adopter.

18 YES — 0 — NO (2/3's vote required)

ARTICLE 16

To see if the Town will vote to amend the Zoning By-Laws, Section 4, Use Regulations Paragraph 4.6.G **INDUSTRIAL USES**, to add Paragraph 18, to read as follow:

SPSP 18. Trucking Companies & Terminals

R40	R80	FA	LB	COMM	TR	P	INS	MN	HI
N	N	N	N	N	N	N	N	N	SP

Further to amend Section 4, Paragraph 4.6.G INDUSTRIAL USES, paragraph 3, SPSP Building materials or contractor yards, to include the words WHICH SHALL INCLUDE THE KEEPING OF EQUIPMENT OR VEHICLES OVER 10,000 POUND, GROSS VEHICLE WEIGHT, to read as follows:

SPSP3. Building Materials WHICH SHALL INCLUDE THE KEEPING OF VEHICLES OVER 10,000 POUND G.V.W.

R40	R80	FA	LB	COMM	TR	P	INS	MN	HI
N	N	N	N	N	N	N	N	N	SP

or take any action thereon.

Town Manager

Motion: The Planning Board motioned to Amend Article 16, per the Town Manager's request, and Adopt as Amended.

Voted: The Town Manager's Amendment was Adopted. Article 16 was Adopted, as Amended.

33 YES 1 NO (2/3's vote required)

AMENDMENT:

Strike the second part of this article which amends Section 4, Paragraph 4.6.G Industrial Uses, paragraph 3, SPSP Building materials or contractor yard.

ARTICLE 17

To see if the Town will vote to amend the Zoning By-Laws section 4.6.F from:

ZONING DISTRICT

4.6. F Automotive Service (2) (All Business, Institutional, Uses are subject to the requirements of Section 4.11)

SPSP 1. Gasoline Service Stations (2)

R40	R80	FA	LB	COMM	TR	P	INS	MN	MFD	HI
N	N	N	N	SP	N	N	N	N	N	SP

SPSP 2. Garages for automotive storage and repair (2)

R40	R80	FA	LB	COMM	TR	P	INS	MN	MFD	HI
N	N	N	N	N	SP	N	N	N	N	SP

SPSP 3. Automotive Sales, including motorcycles & snowmobiles

R40	R80	FA	LB	COMM	TR	P	INS	MN	MFD	HI
N	N	N	N	SP	N	N	N	N	N	SP

To include and read as follows:

ZONING DISTRICT

4.6. F Automotive Service (2) (All Business, Institutional, Uses are subject to the requirements of Section 4.11)

SPSP 1. Gasoline Service Stations (2)

R40	R80	FA	LB	COMM	TR	P	INS	MN	MFD	HI
N	N	N	N	SP	N	N	N	N	N	SP

SPSP 2. Garages for automotive storage (2)

R40	R80	FA	LB	COMM	TR	P	INS	MN	MFD	HI
N	N	N	N	SP	N	N	N	N	N	SP

SPSP 3. Garages for automotive repair (2) (7)

R40	R80	FA	LB	COMM	TR	P	INS	MN	MFD	HI
N	N	N	N	SP	N	N	N	N	N	SP

SPSP 4. Automotive Sales including motorcycles & snowmobiles (2)

R40	R80	FA	LB	COMM	TR	P	INS	MN	MFD	HI
N	N	N	N	SP	N	N	N	N	N	SP

SPSP 5. Car Wash

R40	R80	FA	LB	COMM	TR	P	INS	MN	MFD	HI
N	N	N	N	N	N	N	N	N	N	N

SPSP 6. Taxicab Business

R40	R80	FA	LB	COMM	TR	P	INS	MN	MFD	HI
N	N	N	N	SP	N	N	N	N	N	SP

SPSP 7. Limousine Service

R40	R80	FA	LB	COMM	TR	P	INS	MN	MFD	HI
N	N	N	N	Y	N	N	N	N	N	Y

SPSP 8. Car Rental or Leasing Agencies

R40	R80	FA	LB	COMM	TR	P	INS	MN	MFD	HI
N	N	N	N	SP	N	N	N	N	N	SP

SPSP 9 Automotive Stereo Systems Installations

R40	R80	FA	LB	COMM	TR	P	INS	MN	MFD	HI
N	N	N	N	Y	N	N	N	N	N	Y

or take any action thereon.

Town Manager

Motion: The Planning Board had no recommendation. The Town Manager motioned to Adopt Article 17. Board of Appeal's Chairman, Edward Johnson, motioned to Amend.

Voted: Mr. Johnson's Amendment was adopted. Article 17 was Adopted, as Amended.

15 YES — 0 — NO (2/3's vote required)

AMENDMENT:

Section SPSP 7. Permitted in a Commercial and Heavy Industrial zones

Limousine Service by means of a Special Permit.

Section SPSP 9. Permitted in Commercial and Heavy Industrial zones

Automotive Stereo By means of a Special Permit. Systems Installations

ARTICLE 18

To see if the Town will vote to amend the Zoning By-Laws, Section 8.3 Non-Conforming Uses to read as follows:

DELETE: Moreover, a non-conforming dwelling may be altered, reconstructed, or rebuilt to any size providing that it conforms to the requirements of Section 5.3 (Ref. Article 29 of the 1971 Town Meeting and Article 51 of the 1972 Town Meeting)

ADD: A single family dwelling may be altered, reconstructed, extended, or structurally modified provided that any such alteration, reconstruction, extension, or structural modification does not increase any portion or portions of the existing non-conforming nature of the dwelling.

Planning Board

Motion: The Planning board motioned to Adopt Article 18. Selectman Ann Looney motioned for Indefinite Postponement.

A motion was made to Move the Question and this motion was Adopted. 10:15 PM (5-5-93)

Voted: Ms. Looney's motion for Indefinite Postponement Failed.

Article 18 was Adopted.

36 YES 1 NO (2/3's vote required-25)

ARTICLE 19

To see if the Town will vote to amend the Town By-Laws Article IV, Section 3, Paragraph F, Finance Committee as follows:

DELETE: (F) The Thursday before the commencement of the Annual Town Meeting for consideration of articles, the Finance Committee shall prepare and file with: Town Clerk, The Board of Selectmen, and the Town Manager; the Finance Committee's Recommended Budget, which shall be in the same form as set forth above (1990).

Planning Board

Motion: The Finance Committee motioned for Indefinite Postponement. The Planning Board motioned to Adopt.

Voted: The motion for Indefinite Postponement Failed.

Article 19 was Adopted.

Planning Board Director, Sean Sullivan, motioned to Reconsider Article 19 and this motion Failed.

—0 — YES 13 NO (2/3's vote required)

ARTICLE 20

To see if the Town will vote to Amend the Town By-Laws, Article IV, Section 2 Finance Committee as follows:

DELETE: Their printed report shall be available to the voters at least 48 hours before any Town Meeting.

ADD: The Finance Committee shall provide their written budget recommendations to the citizens of the Town of Tewksbury seven days prior to the commencement of an Annual Town Meeting or Special Town Meeting. The Finance Committee shall also transmit a written copy of their budget recommendations to the Town Clerk, Board of Selectmen, Town Manager

and all Boards, Commissions and Department Heads within the Town of Tewksbury seven days prior to the convening of an Annual Town Meeting or Special Town Meeting.

Planning Board

Motion: The Finance Committee motioned for Indefinite Postponement.

The Planning Board motioned to Adopt.

A motion was made to Move the Question and this motion was Adopted at 9:37 PM.

Voted: The motion for Indefinite Postponement Failed.

56 YES 67 NO

Article 20 was Adopted.

77 YES 55 NO

The Planning Board motioned to Reconsider Article 20 and this motion Failed.

— 0 — YES 18 NO (2/3's vote required)

ARTICLE 21

To see if the town will vote to amend the Personnel By-Laws, Section 3, Wage Schedule by creating the following permanent part-time position and salary scale:

Assistant Health Director					
I	II	III	IV	V	VI
12,466	13,214	14,007	14,848	15,739	16,684

Board of Health

Motion: The Finance Committee motioned for Indefinite Postponement.

The Board of Health motioned to Adopt.

The Moderator asked the finance Committee if they would withdraw their Indefinite Postponement motion?

Moderator Coakley explained that this Article required a secret ballot vote and the Assembly would be able to Adopt or Reject the Article by the board of Health's motion and this would eliminate the need to conduct two (2) secret ballot votes.

The Moderator called a short recess at 10:52 PM to allow the Finance Committee to discuss this matter.

The Moderator reconvened the meeting at 10:55 PM.

The Finance Committee agreed to Withdraw their Indefinite Postponement motion, "without prejudice".

Voted: Article 21 was Defeated.

57 YES 62 NO 11:03 PM

Board of Health Chairman, William Lindsey, motioned to Reconsider Article 21 and this motion Failed.

32 YES 69 NO (2/3's vote required-68)

ARTICLE 22

To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$12,000 to conduct a health study of the upper South Street area by the Board of Health. Said sum will be appropriate as follows:

4 students @ \$250/week/student for 8 weeks	\$8,000.00
1 leader @ \$350/week for 8 weeks	2,800.00

Supplies, mileage, miscellaneous costs 1,600.00
\$12,400.00

Board of Health

Motion: The Finance Committee motioned to Adopt and Raise & Appropriate \$4,000.

Board of Health Chairman, William Lindsey motioned to Amend and adopt.

Mrs. Donna Gill motioned to Amend.

Selectman Joan Dunlevy motioned to Amend.

Assessor Norman Boudreau motioned for Indefinite Postponement and later Withdrew his motion.

Treasurer Warren Carey motioned to Amend and later Withdrew his motion.

A motion was made to Move the Question and this motion was Adopted. 9:58 PM (5-5-93)

Voted: Mrs. Gill's Amendment was Adopted.

Selectman Dunlevy's Amendment was Adopted.

Mr. Lindsey's Amendment was Adopted.

Article 22 was Adopted, as Amended, with the salary changed, as listed.

Ms. Judy Fittery motioned to Reconsider Article 22 and this motion Failed. — 0 — YES 12 NO (2/3's vote required)

AMENDMENTS:

Mrs. Gill: Not to extend past August 28, 1993.

Mrs. Dunlevy: Money not to be expended until a meeting of a committee of Bd. of Health and Bd. of Selectmen are satisfied the survey is acceptable to the Scientific Community. The funds shall be expended by the Board of Health Director.

Mrs. Lindsey: change the salary for the leader to \$2,800.00; the total expended will be \$12,400.00.

ARTICLE 23

To see if the Town will vote to amend the Zoning By-Laws, Section 4.6.D.I to include Antique and Craft Shops.

Denise A. Ryan and others

Motion: The Planning Board motioned to Withdraw Article 23 and this motion was Adopted.

ARTICLE 24

To see if the Town will vote to amend the Zoning By-LAWS, Section 3, Zoning Districts, to read as follows:

To rezone Tewksbury Assessor's Map 20, Lot 3, from R40 (Residential 1 acre) to L.B. (Limited Business 1 acre)

Denise A. Ryan and others

Motion: The Planning board motioned to Withdraw Article 24 and this motion was Adopted.

ARTICLE 25

To see if the town will vote to raise and appropriate or transfer from available funds the sum of \$2,172 for the purpose of reimbursing Barbara A. Flanagan, Treasurer, RORNA (Re-

store Our Residential Neighborhood Association) and its members for its legal fees incurred in successfully challenging the Zoning Board of Appeals in court on July 11, 1989 (on that date Superior Court Judge Edward Ginsburg ruled for RORNA and ANNULLED the decision of the ZBA in its decision to allow the extension of an illegal "USE" variance) or take any other action relative thereto.

Edward A. Flanagan and others.

Motion: The Finance committee motioned to correct the money figure and to Raise & Appropriate \$2,162 and Adopt Article 25.

Selectman Pete Hanson motioned for Indefinite Postponement.

A motion was made to Move the Question and this motion was Adopted.

Voted: Article 25 was Indefinitely Postponed

83 YES 63 NO

ARTICLE 26

To see if the Town will vote to transfer from the Wetlands Protection account to the Conservation Commission Salary account, the sum of \$1,121.00 or take any other action relative thereto.

Conservation Commission

Motion: The Finance Committee motioned to Adopt Article 26.

Voted: Article 26 was Adopted.

ARTICLE 27

To see if the Town will vote to amend Section 2, DEFINITIONS, of the Zoning By-Laws to include the following definition:

COMMERCIAL AMUSEMENT DEVICES: Any number of coin operated or pay by the hour, or pay by the game amusement machine, jukebox, video game, or device, or pay by the game or by the hour, or coin operated games such as but not limited to, bowling, pool, billiards, go-karts, basketball, batting cages, miniature golf, or golf that are privately owned and operated. Commercial amusement devices shall not apply to completely free play, above mentioned equipment or games provided for the sole purpose of entertaining customers, provided it does not exceed three such games or devices.

Town Manager

Motion: The Finance Committee had no recommendation. Town Manager, David Cressman, motioned to Adopt.

The Planning Board concurred.

Voted: Article 27 was Adopted.

53 YES 4 NO (2/3's vote required-38)

ARTICLE 28

To see if the Town will vote to authorize the Town Manager to enter into Lease/Purchase Agreement to purchase

equipment for the Treasurer, Fire, Police, and Department of Public Works. Said contracts shall be subject to annual appropriation or take any action relative thereto.

Town Manager

Motion: The Finance Committee motioned to Amend and Adopt.

Voted: The Finance Committee's Amendment was Adopted.

Article 28 was Adopted, as Amended.

AMENDMENT:

Delete "for the Treasurer, Fire, Police, and Department of Public Works"

ARTICLE 29

To authorize, pursuant to Massachusetts General Laws, Chapter 40, Section 4A, as amended, an Agreement with House of Atreus Realty Trust and the Town of Andover whereby:

- a. The Town of Andover will provide water services (and be paid for such services) to Lots 19, 20, 21, 22, and 23 Crystal Circle which are located in the Town of Tewksbury; and the Town of Tewksbury will provide sewer services (and be paid for such services) to Lots 12, 13, 14, 15, 16, 17, 25, 27, and 29 Crystal Circle which are located in the Town of Andover.
- b. The Town of Andover will pay to Tewksbury the bills for sewer usage assessed against the lots in Andover and then Andover shall issue its own bill to the owners of the Andover lots for the sewer usage and the Town of Tewksbury will pay to Andover the bills for water usage assessed against the lots in Tewksbury and then Tewksbury shall issue its own bills to the owners of the Tewksbury lots for the water usage.
- c. The Town of Andover will snowplow the roadway known as Crystal Circle in both the town of Andover and the Town of Tewksbury;
- d. The Town of Tewksbury will indemnify, defend and hold harmless the Town of Andover for claims relating to sewer backup in the lots in Andover and the Town of Andover will indemnify, defend and hold harmless the town of Tewksbury for claims relating to water main breaks in the lots in Tewksbury; and
- e. The Agreement shall be for a period not to exceed 25 years and may contain a provision for earlier termination as provided in Massachusetts General Laws, Chapter 40, Section-4A, as amended.

All lots being shown on a Plan of Land known as Crystal Circle Subdivision which is located in both Andover and Tewksbury, Massachusetts and to authorize the Town Manager, as Chairman of the Water and Sewer Commissioners and as Town Manager to enter into such an agreement upon terms and conditions which he deems appropriate.

Richard A. Starling and others

Motion: The Finance Committee motioned for Adoption. The Board of Selectmen concurred

Voted: Article 29 was Adopted.

ARTICLE 30

To see if the town of Tewksbury will instruct its representatives to the General Court to support an amendment to the FY94 State budget to guarantee that cities and towns receive the full \$47 million growth in lottery revenues

Board of Selectmen

Motion: Finance Committee Chairman, Joseph Gill, motioned to Adopt Article 30

Voted: Article 30 was Adopted by a unanimous vote.

ARTICLE 31

To see if the Town of Tewksbury will instruct its representatives to the General Court to support legislation filed by the Massachusetts Municipal Association that would establish in state law a Local Roads Fund in order to ensure a fair and predictable share of state gas collections for distribution to cities and towns for use on local roads.

Board of Selectmen

Motion: Finance Committee Chairman, Joseph Gill, motioned to Adopt Article 31.

Voted: Article 31 was Adopted by a unanimous vote.

ARTICLE 32

To see if the Town will vote to amend the Personnel By-Laws, Section IV Fringe Benefits, Paragraph (h) Overtime Subparagraph (2), by deleting subparagraph (2) and changing it to read:

All regular full-time Town Employees who work forty hours a week, shall receive time and one-half for all hours worked over eight (8) hours in one day and over forty (40) hours in one week. All regular full-time permanent Town Employees who work thirty-seven and one-half hours a week, shall receive time and one-half for all hours worked over seven and one-half (7 1/2) hours in one day and over thirty-seven and one-half (37 1/2) hours in one week.

or taken any other action relative thereto.

Personnel board

Motion: The Finance Committee motioned for Indefinite Postponement.

Personnel Board member, William Blakeney, motioned to Amend and Adopt.

Voted: Mr. Blakeney's Amendment was Adopted.

Article 32 was Indefinitely Postponed.

63 YES 56 NO

ARTICLE 33

To see if the Town will vote to amend the Personnel By-Law, Section III by DELETING PARAGRAPH:

(f) Any full time or permanent part-time position in the Classification and Wage Schedule may be filled on a temporary

part-time basis due to the absence or vacancy of an incumbent or a conflict or interest provided that the Classification and Wage Schedule is followed.

All positions filled as above will be subject to review by the Town Manager and the Personnel Board every 90 days for the purpose of reviewing the requirement to continue filling said or positions for an additional period of time to be determined.

AND ADDING PARAGRAPH:

(j) Any full-time or permanent part-time position in the Classification and Wage Schedule may be filled on a temporary part-time basis, due to the absence or vacancy of an incumbent or a conflict or interest provided that the Classification and Wage Schedule is followed.

All positions, filled as above, will be subject to review by the Town Manager and the Personnel Board every 90 days for the purpose of reviewing the requirement to continue filling said position or positions for an additional period of time to be determined.

Personnel Board

Motion: The Finance Committee motion to Adopt.

Voted: Article 33 was Adopted.

ARTICLE 34

To see if the town will vote to raise and appropriate or transfer from available funds the sum of \$7,305.34 to reimburse Laurence Bairstow for all legal expenses incurred in successfully appealing an illegal action of the Board of Appeals.

Susan R. Bairstow and others

Motion: The Finance Committee motioned to Raise & Appropriate \$7,305.34 and Adopt, Article 34.

Ms. Frances Senneville motioned for Indefinite Postponement.

Voted: Ms. Senneville's motion for Indefinite Postponement Failed.

Article 34 was Adopted, per the Finance committee's motion.

Mr. Laurence Bairstow motioned to Reconsider Article 34 and this motion Failed.

— 0 — YES 16 NO (2/3's vote required)

ARTICLE 35

To see if the Town will vote to authorize the Board of Selectmen to petition the General Court to enact a special law to authorize the Commonwealth of Massachusetts to convey to the Town of Tewksbury certain land for use by the Town Department of Public Works. Said parcel is described below:

Said parcel is shown on the Tewksbury Assessor's Map 86, being a portion of Map 87, Lot 1, known as State Field, 10 acre -+ or take any other action relative thereto.

Town Manager

Motion: The Finance Committee motioned to Adopt Article 35.

Selectman Ann Looney motioned to Amend.

Voted: Selectman Looney's Amendment was Adopted. Article 35 was Adopted, as amended.

AMENDMENT:

Insert after the first sentence:

The Commonwealth of Massachusetts shall convey such land upon the express condition that the land be utilized for recreational and outdoor cultural purposes only and shall have no permanent structures, other than that presently in existence.

ARTICLE 36

To see if the Town will vote to amend the Zoning By-Laws section 4.6.C Institutional and Recreational Uses to read as follows:

Add Section 4.6.C.8

SPSP8.9 Hole or 18 Hole Golf Course* (see footnote A)

R40	R80	FA	LB	COMM	TR	P	INS	MN	MFD	IH
Y	Y	Y	N	Y	N	Y	Y	Y	N	Y

(A) 9 or 18 Hole Golf Course minimum lot size shall be 25 acres.

Thomas H. Hoar and others

Motion: The Finance Committee had no recommendation.

Mr. Richard O'Neill motioned to Adopt.

The Planning Board concurred.

Mr. Joseph Brown motioned for Indefinite Postponement.

A motion was made to Move the Question and this motion was Adopted.

Voted: Mr. Brown's motion for Indefinite Postponement Failed.

67 YES 69 NO

Article 36 was Defeated.

71 YES 76 NO (2/3's vote required — 98)

ARTICLE 37

To see if the Town will vote to transfer \$105,150 from Account 13.400.4825 (Road Reconstruction Interest) to Account 35.405 (Article 5, May 5, 1987 Special Town Meetings Sewers) in order to install sanitary sewers and their appurtenances on Foster Road from a location near Easement Road to approximately 1200 feet beyond Marie Street, or take any other action relative thereto.

Town Manager

Motion: Town Manager, David Cressman, motioned to Reconsider Article 37 and this motion was Adopted.

33 YES 1 NO (2/3's vote required - 23)

Motion: The Town Manager motioned to Rescind, the action taken under Article 37 at the May 3, 1993 session of the annual Town Meeting; Amend, Transfer and Adopt Article 37 and the Finance Committee concurred.

Voted: The Town Manager's Amendment was Adopted. Article 37 was Adopted, as Amended.

AMENDMENT:

To see if the Town will vote to transfer the sums of money from the following accounts:

Account 30.407.5972 (Main St. Water)	\$49,500.00
Account 30.407.5971 (Pleasant St. Services)	\$28,210.83
Account 35.407.5972 (Sewer Construction)	\$22,305.16
	100,015.99

to account 35.405.4990 (Other finance Sources) in order to install sanitary sewers and their appurtenances on Foster Road from a location near Easement Road to approximately 1,200 feet beyond Marie Street, or take any other action relative thereto.

ARTICLE 38

To see if the Town will vote to accept an anonymous gift of a Konica 120 facsimile machine to be used by the Town Manager/Board of Selectmen's Offices, or take any other action relative thereto.

Board of Selectmen

Special Town Meeting

February 8, 1993

Called by proper Warrant, Moderator James Coakley convened the February 8, 1993, Special Town Meeting at 7:00 P.M.

There were 134 registered voters and 10 visitors in attendance.

The Moderator recognized Bill MacBrien and informed the Assembly that Bill is working towards his Boy Scout Citizenship Merit Badge.

Selectman Chairman, Jay Kelley, informed the Assembly that the President's Day Ball, sponsored by the Patriotic Activities Committee, will be held on Sunday, February 14, 7:00 P.M. at the Lodge of Elk's.

Selectman Kelley also reminded the Assembly that following this Special Town Meeting, newly elected U.S. Congressman Marty Meehan will be at the Town Hall at 8:00 P.M. to present the program "Meet Your Congressman".

Moderator Coakley informed the assembly that Article 1 required a Secret Ballot vote and Article 2 required a voice vote and he would like to reverse the order of the Articles and act upon Article 2, first. This will prevent extra movement of the voters. If any voter objected then he would act on the Articles in sequence. No voter objected. Article 2 was acted upon, first.

Finance Committee Chairman, Joseph Gill, motioned to Waive the Reading of the articles and this motion was Adopted. 7:06 P.M.

ARTICLE 1

To see if the town will vote to accept the provisions of Chapter 399, Section 1 of the acts of 1992 as related to providing an early retirement incentive program to municipal or county employees or take any action relative thereto.

Town Manager

Motion: Finance Committee Chairman, Joseph Gill, motioned to Adopt Article 1.

Motion: The Finance Committee motioned to Adopt Article 38 and this motion was Adopted.

Finance Committee Chairman, Joseph Gill, motioned to Adjourn the 1993 Annual Town Meeting, sine die, and this motion was Adopted at 10:18 PM (5-5-93)

Attest:

Elizabeth A. Carey, CMC
Town Clerk

Voted: Article 1 was Adopted by the required Secret Ballot vote.

126 YES 1 NO

ARTICLE 2

To see if the Town will vote to transfer \$379,828 from Account #01.000.4680 (Asbestos Removal Reimbursement) in order for the School Committee to prepare plans and specifications and for making structural changes at the John W. Wynn Middle School that will provide handicap access in accordance with the Americans with Disabilities Act, PL101-336 or take any other action relative thereto.

School Committee

Motion: Finance Committee Chairman, Joseph Gill, motioned to Adopt Article 2.

Voted: Article 2 was Adopted.

Finance Committee Chairman, Joseph Gill, motioned to adjourn the February 8, 1993, Special Town Meeting, and this motion was Adopted.

Attest:

Elizabeth A. Carey, CMC
Town Clerk

February 9, 1993

Pursuant to Section 15A, Chapter 41, Massachusetts General Laws, I hereby certify the funds appropriated at the Special Town Meeting, convened by proper Warrant, Monday, February 8, 1993.

APPROPRIATION CERTIFICATE — SPECIAL TOWN MEETING — FEBRUARY 8, 1993

Article	Raise & Appropriate	Transfer From	Borrow
2.	Prepare plans & specifications for making structural changes at the Wynn Middle School for handicap access in accordance with the Americans with Disabilities Act, PL101-336	\$379,828	Acct # 01.000.4680 (Asbestos Removal Reimb.)
TOTAL RAISE & APPROPRIATE		.00	
TOTAL TRANSFER		\$379,828	
TOTAL BORROW			.00

Attest:

Elizabeth A. Carey
Town Clerk

Special Town Meeting

May 5, 1993

Moderator James Coakley opened the May 5, 1993, Special Town Meeting at 7:00 P.M.

The Moderator read the Town Meeting Guidelines and designated the seating area for the visitors.

Moderator Coakley recognized and welcomed Cub Scout Peter MacKenzie, Pack 48, who is working towards earning his Weeblos Badge.

Finance Committee Chairman, Joseph Gill, motioned to Waive the reading of the Warrant Articles and this motion was Adopted. 7:04 P.M.

ARTICLE 1

To see if the town will vote to transfer \$24.14 from 01.510.5710 (Health-Local Travel) for the purpose of paying the following bills of previous years or take any action relative thereto.

BOARD OF HEALTH - Local Travel	\$24.14
Thomas Carbone Mileage Reimbursement	

Town Manager

Motion: The Finance Committee motioned to Adopt and Transfer \$24.14, for the purpose of Article 1.

Voted: Article 1 was Adopted.

ARTICLE 2

To see if the town will vote to transfer the following sums or take any other action relative thereto:

FROM		TO	
01.400.5231	\$75,000	01.122.5111	\$139
Public Works-Purchase of Water		Selectmen-Elected Salaries	
01.914.5170	\$300,727	01.123.5111	\$18,956
Group Insurance		Town Manager-Regular Salaries	
01.000.4681	\$403,915	01.135.5111	\$4,000
Heath Brook Roof Reimb		Accounting-Reg. Salaries	
		01.141.5111	\$1,000
		Assessors-Regular Salaries	
		01.145.5111	\$16,782
		Treasurer/Collector-Reg Salaries	
		01.192.5110	\$746
		Town Hall-Permanent Part-time Salaries	
		01.210.5111	\$16,000
		Police-Regular Salaries	
		01.220.5111	\$142,420
		Fire-Regular Salaries	
		01.220.5130	\$100,440

Fire-Overtime		01.123.5760	403,915
01.220.5210	\$5,000	Town Mgr Court/Judgment/ Settlements	
Fire-Utilities			
01.241.5111	\$22,871	\$791,912	\$791,912
Building-Regular Salaries			
01.400.511	\$43,200		
Public Works-Reg. Salaries			
01.543.5111			
Veterans Services-Reg. Salaries			
01.123.5760	\$403,915		
Town Manager Court/Judgment/ Settlements			
\$779,642	\$779,642		

Motion: The Finance Committee motioned to Amend and Transfer \$791,912 and Adopt Article 2, as Amended.

Voted: Article 2 was Adopted per the Finance Committee's recommendation. 7:06 PM.

FINANCE COMMITTEE AMENDMENT

To see if the Town will vote to transfer the following sums of money or take any action relative thereto:

FROM		TO	
		01.122.5111	139
		Selectmen — Elected Sal.	
01.400.5231	75,000	01.123.5111	18,956
Public Works		Town Manager	
Purchase of Water		Regular Salaries	
01.914.5170	312,997	01.135.5111	4,000
Group Insurance		Accounting — Reg. Sal	
01.000.4681	403,915		
Health Brook Roof Reimb.		01.145.5111	7,196
		Treasurer/Collector Reg. Sal.	
		01.192.5112	
		Town Hall-Permanent	746
		Part-time Salaries	
		01.192.5210	
		Town Hall — Energy	3,000
		Utilities	
		01.210.5111	16,000
		Police-Regular Salaries	
		01.220.5111	167,805
		Fire-Regular Salaries	
		01.220.5130	
		Fire-Overtime	75,191
		01.220.5210	
		Fire-Utilities	5,000
		01.241.5111 Building	22,015
		Regular Salaries	
		01.400.5111	39,933
		Public Works-Reg. Salaries	
		01.400.5210	
		Public Works-Oper Energy	
		Utilities	25,000
		01.543.5111-Veterans Services	
		Regular Salaries	3,016

ARTICLE 3

To see if the Town will vote to authorize the Board of Selectmen to petition the General Court to enact a special law to authorize the Commonwealth of Massachusetts to convey to the Town of Tewksbury a certain parcel of land described as follows:

BEGINNING at a point on East Street approximately 520± from Livingston Street; and thence running

SOUTH 89°— 24'-09" EAST along East Street a distance of 434± to a point; thence running

ALONG East Street by a line curving to the right having a radius of 75.00', a distance of 104.38' to a point on Livingston St., thence continuing

SOUTH 90°— 39'-40" EAST along Livingston Street, a distance of 1,157.61', to a point; thence running

ALONG Livingston Street by a line curving to the right having a radius of 30.00', a distance of 51.75' to a point on Green House Road; thence running

SOUTH 89 — 10'-28" WEST along Green House Road a distance of 554.13', to a point; thence turning and running

NORTH 19°— 02'-43" WEST along the land of the Commonwealth of Massachusetts a distance of 777± to a point, thence turning and running

NORTHEASTERLY along land of the Town of Tewksbury a distance of 300± to a point; thence turning and running

NORTHWESTERLY along land of the Town of Tewksbury a distance of 450± to the point of beginning.

Said parcel containing 16.5 acres, more or less.

Or take any action relative thereto.

Town Manager

Motion: The finance Committee motioned for the Adoption of Article 3.

Voted: Article 3 was Adopted by a Unanimous Vote. 7:08 PM

Not one voter stood in opposition.

ARTICLE 4

To see if the town will vote to amend Section 4.8.5 of the Zoning By-Laws as follows: by adding after the words "outdoor recreation" as they appear in line 2 and line 7 of the "Zoning By-Law Town of Tewksbury, Massachusetts Revised Through October 1990" the words "which may include a golf course"; and by adding the following new sentences to the end therefor: "Golf courses established hereunder may be public or private and the use thereof as such shall be a permitted use notwithstanding any provisions to the contrary contained in Sections 4.1 through 4.6 inclusive. The term "golf course" shall include all uses and structures normally included in such use (e.g. parking areas, pro shop, club-house, restaurant, bar, driving range, maintenance structures, pathways, cart-ways, ponds, etc.)"

Town Manager

Motion: The Planning Board Director, Sean Sullivan, motioned to Amend and Adopt Article 4.

Mr. Joseph Brown motioned for Indefinite Postponement. Appeal's Board Member, Walter Maciel, motioned to Amend.

A motion was made to Move the Question and this motion was Adopted at 7:58 PM.

Voted: The Planning Board's Amendment was Adopted. Mr. Maciel's amendment was Adopted.

Mr. Brown's motion for Indefinite Postponement Failed
34 YES 99 NO

The Planning Board's motion to Adopt Article 4, as Amended, was Adopted.

109 YES 33 NO (2/3's vote required - 95)

Mr. Richard O'Neill motioned to Reconsider Article 4 and this motion Failed

9 YES 60 NO (2/3's vote required - 46)

Planning Board Amendment: Article 4 (As Amended)

To see if the Town will vote to amend Section 4.8.5 of the Zoning By-Law by adding after the words "outdoor recreation" as they appear in line 2 of the Zoning By-Law Town of Tewksbury, Massachusetts, revised through March, 1993, the words:

"...including facilities such as golf courses, or similar recreational facilities,..."

and by adding the following new sentences to the end thereof:

"Golf courses may be public or private and, notwithstanding any provision in said By-Law to the contrary, shall be a permitted use in any district, subject to the granting of a Site Plan Special Permit approved in accordance with the standards of said Zoning by-Law. The term "golf course" shall encompass all uses and structures customarily incidental to such use."

Mr. Maciel's Amendment:

No provision of this article as passed at the 1993 Special Town Meeting shall apply to any cluster zoning development approved prior to May 1993.

ARTICLE 5

To see if the Town will vote to amend Section 4.8.6 of the zoning By-Law as follows: by adding a new sub-paragraph B. to follow sub-paragraph A (8) as it appears in the "Zoning By-Law Town of Tewksbury, Massachusetts Revised Through October 1990": "B. In any case where such unsubdivided land shall be leased and used for a golf course the provisions of sub-paragraph A (4), the last sentence of sub-paragraph A (6), and sub-paragraph A (7) shall not apply. It shall be a condition of any such lease that the lessee shall be responsible for all expenses connected with the leased land, including but not limited to real estate taxes and insurance."

Town Manager

Motion: The Planning board motioned to Amend and adopt Article 5.

Voted: The Planning board's Amendment was Adopted. Article 5 was Adopted, as Amended.

65 YES 9 NO (2/3's vote required — 50)

Planning Board Amendment: Article 5 (As Amended)

To see if the Town will vote to amend Section 4.6.6 of the Zoning By-Law by adding and the following a new sub-paragraph B, to follow sub-paragraph A (8) as it appears in the "Zoning By-Law Town of Tewksbury, Massachusetts, revised through March, 1993:

"B. In any case where such unsubdivided land shall be leased and used for a golf course the provisions of sub-paragraph A (4), the last sentence of sub-paragraph A (6), and sub-paragraph A (7) shall not apply. It shall be a condition of any lease that the lessee shall be responsible for all expenses connected with the leased land, including but not limited to real estate taxes and insurance."

ARTICLE 6

To see if the Town will vote to amend Section 4.8.6 of the Zoning By-Law as follows: by adding the following new sentence to the end of the first paragraph as it appears in the "Zoning By-Law Town of Tewksbury Massachusetts Revised Through October 1990": "In any case where such land shall be conveyed to a non-profit organization, such organization shall be permitted to lease such land to a business organization for golf course use as set forth in 4.8.5, subject to the restriction as herein provided for which such restriction may permit such golf course use."

Town Manager

Motion: The Planning Board motioned to Amend and Adopt Article 6.

Voted: The Planning Board's Amendment was Adopted. Article 6 was Adopted, as Amended. .

88 YES 17 NO (2/3's vote required — 70)

Planning Board's Amendment: Article 6 (As Amended)

To see if the Town will vote to amend Section 4.8.6 of the Zoning by-Law by adding and the following new sentence to the end of the first paragraph as it appears in the " Zoning by-Law Town of Tewksbury, Massachusetts, revised through March 1993:

"In any case where such land shall be conveyed to a non-profit organization, such organization shall be permitted to lease such land to a business organization for golf courses use as set forth in Section 4.8.5. subject to the restriction as herein provided, which restriction may permit such golf course use."

ARTICLE 7

To see if the Town will vote that the Division of Civil Service be directed to permit Warren J. French, of 8 Lloyd Road, Tewksbury, Massachusetts, to take an examination for the position of fire fighter, notwithstanding that his age exceeds the maximum age requirement for certification and appointment to said position in the Town of Tewksbury, and further, if necessary, to authorize the Board of Selectmen to petition the General Court to enact a Special act permitting said Warren J. French to take an examination for the position of fire fighter, notwithstanding that

his age exceeds the maximum age requirement for certification and appointment to said position, or take any other action relative thereto.

John J. Kelley, Jr.

Motion: Mr. Warren French motioned to Adopt Article 7.

Voted: Article 7 was Adopted.

Finance Committee Chairman, Joseph Gill, motioned to adjourn the May 5, 1993, Special Town Meeting, sine die, and this motion was Adopted at 8:24 PM.

Attest:

Elizabeth A. Carey, CMC
Town Clerk

Auditor, Assessors, Treasurer/Collector,
Board of Selectmen, Town Manager, and
Finance Committee

May 12, 1993

Pursuant to Section 15A, Chapter 41, Massachusetts General Laws, I hereby certify the funds appropriated at the Special Town Meeting, convened by proper Warrant, Wednesday, May 5, 1993.

APPROPRIATION CERTIFICATE — SPECIAL TOWN MEETING — MAY 5, 1993

Article	Raise & Appropriate	Transfer From	Borrow
1.	Mileage Reimbursement Thomas Carbone	24.14	Health-Local Travel
2.	Certain Sums of Money To Specific Accounts	791,912.00	Prev. Appropriated Monies
Total Raise & Appropriate		.00	
Total Transfers		791,936.14	
Total Borrow			.00

Attest:

Elizabeth A. Carey, CMC
Town Clerk

Special Town Meeting

September 27, 1993

Moderator James Coakley opened the September 27, 1993 Special Town Meeting at 7:00 P.M.

There were 167 registered voters and 12 visitors in attendance.

Moderator Coakley read the Town Meeting Guidelines and designated the seating area for the visitors and informed the assemble about the Massachusetts General Law; No Smoking Policy in the school building and on the school grounds.

Moderator Coakley called for a Moment of Silence for Denis DeDeo, former Chairman of the Council on Aging and James Jones, Retired Sergeant, Tewksbury Police Department.

Board of Selectman Chairman, Thomas Conlon, addressed the Assembly about the Cable TV Survey that is being conducted by the Cable Renegotiation committee and informed the Assembly that there is a drop box, located in the check-in area, where they may deposit their completed survey.

Moderator Coakley welcomed Boy Scout Robert Anderson, 131 Pine Street, who is working toward his Communication Badge and is on his way to becoming an Eagle Scout and Boy Scout, 2nd Class, Patrick Nichols, 100 Florence Avenue who is working for his Communication Badge.

Moderator Coakley welcomed and introduced Stanley Greenland, the Lord Mayor of Tewkesbury, England, who is visiting the U.S.A. with his wife, Mannie.

Finance committee Chairman, Joseph Gill, motioned to Waive the Reading of the Warrant Articles and this motion was Adopted. 7:04 PM

Special town Meeting

ARTICLE 1

To see if the town will vote to rescind the action taken under Article 3 of the May 3, 1993 Annual Town Meeting (wherein the Town temporarily adopted interim salaries prior to completing the FY94 budget) and to fix the salaries of several elected officials for the fiscal year 1994, which began July 1, 1993.

	FY93 Present	FY94 Requested Salary
Board of Health		
Chairman	\$450.00	\$450.00
Members (2)	\$350.00	\$350.00
Moderator		\$450.00
\$450.00		
Planning Board		
Chairman	\$1,100.00	\$1,100.00
Members (4)	\$750.00	\$750.00
School Committee		
Chairman	\$3,000.00	\$3,000.00
Members (4)	\$2,500.00	\$2,500.00
Selectmen		
Chairman	\$5,000.00	\$6,000.00
Members (4)	\$4,000.00	\$5,000.00

Motion: Selectman Chairman, Thomas Conlon, Motioned to Rescind the action taken under Article 3, May 3, 1993, Annual Town Meeting.

Voted: Article 3, May 3, 1993, Annual Town Meeting, was Rescinded.

68 YES 8 NO

Motion: The Finance Committee motioned to Indefinitely Postpone, Article 3, as written,

Selectman Chairman, Thomas Conlon motioned to Adopt Article 3, as written. (FY94 Requested)

Voted: The Finance committee's motion for Indefinite Postponement, Failed.

8 YES 20 NO

Selectman Conlon's motion to Adopt, as written, was Adopted.

ARTICLE 2

To see if the Town will vote to rescind the action taken under Article 4 of the May 3, 1993, Annual Town Meeting (wherein the Town temporarily adopted interim appropriations prior to completing the FY94 budget) and to raise and appropriate, transfer, or otherwise provide the following sums for the fiscal year which began July 1, 1993, or take any related action:

	FY92 Expended	FY93 Adopted	FY94 Budget Requests 2/5/92
1. Moderator			
Salaries	\$450	\$450	\$450
New Employees	0	0	0
Operating	39	100	100
Out/State Travel	0	0	0
Line Items	0	0	0
Outlay	0	0	0
(Dept. Total)	\$489	\$550	\$550
2. Selectmen			
Salaries	\$72,553	\$69,998	\$70,492
New Employees	0	0	0
Operating	38,926	40,526	40,526
Out/State Travel	0	0	0
Line Itms (Lgl Srv)	48,916	30,000	30,000
Outlay	0	0	0
(Dept. Total)	\$160,395	\$140,524	\$141,018
3. Town Manager			
Salaries	\$18,579	\$160,027	\$155,102
New Employees	0	0	0
Operating	3,175	5,700	6,600
Out/State Travel	0	0	0
Line Items			
Rubbish Coll	500,208	547,159	536,000
Rubbish Disp	833,910	831,095	928,080
Outlay	0	0	0
(Dept. Total)	\$1,524,872	\$1,543,981	\$1,625,782
4. Employees Services			
Salaries	\$0	\$0	\$9,375
New Employees	0	0	0
Operating	0	0	0
Out/State Travel	0	0	0
Line Items	0	0	0
Outlay	0	0	0
(Dept. Total)	\$0	\$0	\$9,375
5. Finance Committee			
Salaries	\$0	\$1,800	\$2,500
New Employees	0	0	0
Operating	459	560	1,010
Out/State Travel	0	0	0
Line Items	0	0	0
Outlay	0	0	0
(Dept. Total)	\$459	\$2,360	\$3,510
6. Accounting			
Salaries	\$120,763	\$125,327	\$128,165
Operating	471	1,500	2,500
Out/State Travel	0	0	0
Line Itms (Recd Binding)	0	0	0
Outlay	0	0	0
(Dept. Total)	\$121,234	\$126,827	\$130,665

	FY92 Expended	FY93 Adopted	FY94 Budget Requests 2/5/92		FY92 Expended	FY93 Adopted	FY94 Budget Requests 2/5/92
7. Computer System				13. Election			
Salaries	\$0	\$0	\$46,980	Salaries	\$12,043	\$20,000	\$10,000
New Employees	0	0	0	New Employees	0	0	0
Operating	71,290	93,355	96,355	Operating	0	0	4,550
Out/State Travel	0	0	0	Out/State Travel	0	0	0
Line Items	0	0	0	Line Items	0	0	12,000
Outlay	0	0	0	Outlay	0	0	0
(Dept. Total)	\$71,290	\$93,355	\$143,335	(Dept. Totals)	\$12,043	\$20,000	\$26,550
3. Assessors				14. Board of Registrars			
Salaries	\$143,997	\$152,234	\$155,325	Salaries	\$2,650	\$2,650	\$2,650
New Employees	0	0	0	New Employees	0	0	0
Operating	34,098	34,800	34,800	Operating	2,346	2,511	1,411
Out/State Travel	0	0	0	Out/State Travel	0	0	0
Line Items (Reval.)	7,422	1,000	10,000	Line Items	0	0	0
(Dept. Total)	\$185,517	\$188,034	\$200,125	Outlay	0	0	0
				(Dept. Total)	\$4,996	\$5,161	\$4,061
9. Treasurer-Collector				15. Conservation Commission			
Salaries	\$290,057	\$304,349	\$310,860	Salaries	\$9,566	\$10,566	\$11,213
New Employees	0	0	17,646	New Employees	0	0	0
Operating	169,010	159,350	192,581	Operating	1,565	1,510	1,510
Out/State Travel	0	0	0	Out/State Travel	0	0	0
Line Items (Book Bind)	0	0	0	Line Items	0	0	0
Employee Training Sem.	0	0	0	Outlay	0	0	0
Outlay	0	0	5,900	(Dept. Total)	\$11,131	\$12,076	\$12,723
(Dept. Total)	\$459,067	\$463,699	\$526,987				
10. Town Counsel				16. Planning & Conservation			
Salaries	\$0	\$0	\$0	Salaries	\$66,923	\$71,049	\$73,251
New Employees	0	0	0	New Employees	0	0	0
				Operating	3,811	4,500	4,500
Operating	80,224	90,000	95,000	Out/State Travel	0	0	0
Out/State Travel	0	0	0	Line Items (N.M.A.C.)	7,017	7,018	13,038
Line Items	0	0	0	Outlay	0	0	0
Outlay	0	0	0	(Dept. Total)	\$77,751	\$82,567	\$90,789
(Dept. Total)	\$80,224	\$90,000	\$95,000				
11. Personnel Board				17. Board of Appeals			
Salaries	\$2,744	\$1,264	\$2,500	Salaries	\$4,052	\$4,320	\$4,320
New Employees	0	0	0	New Employees	0	0	0
Operating	124	300	300	Operating	1,774	3,530	3,530
Out/State Travel	0	0	0	Out/State Travel	0	0	0
Line Itms (Print By-Law)	0	0	0	Line Items	0	0	0
Outlay	0	0	0	Outlay	0	0	0
(Dept. Total)	\$2,868	\$1,564	\$2,800	(Dept. Total)	\$5,826	\$7,850	\$7,850
12. Town Clerk				18. Comp. Housing Committee			
Salaries	\$88,602	\$94,655	\$97,738	Salaries	\$141	\$500	\$500
New Employees	0	0	8,800	New Employees	0	0	0
Operating	14,551	13,735	12,348	Operating	0	10	10
Out/State Travel	0	0	0	Out/State Travel	0	0	0
Line Items	0	0	0	Line Items	0	0	0
Outlay	0	0	0	Outlay	0	0	0
(Dept. Totals)	\$103,153	\$108,390	\$118,886	(Dept. Total)	\$141	\$510	\$510

	FY92 Expended	FY93 Adopted	FY94 Budget Requests 2/5/92		FY92 Expended	FY93 Adopted	FY94 Budget Requests 2/5/92
19. Industrial Commission							
Salaries	\$0	\$0	\$0	North Station Maint.	0	0	4,120
New Employees	0	0	0	Engine Repairs	0	0	0
Operating	0	0	970	Fire Prev. Wk.	0	0	0
Out/State Travel	0	0	0	Ambulance Billing	9,427	14,000	14,000
Line Items	0	0	0	Physicals	0	0	0
Outlay	0	0	0	Outlay	5,719	7,375	243,034
(Dept. Total)	\$0	\$0	\$970	(Dept. Total)	\$2,377,890	\$2,429,565	\$3,604,077
20. Cable Television				25. Building			
Salaries	\$4,107	\$0	\$0	Salaries	\$211,128	\$192,848	\$228,330
New Employees	0	0	0	New Employees	0	0	0
Operating	7,375	12,560	12,560	Operating	8,346	9,830	9,830
Out/State Travel	0	0	0	Out/State Travel	0	0	0
Line Items	0	0	0	Line Items	0	0	0
Outlay	0	0	0	Outlay	0	0	0
(Dept. Total)	\$11,482	\$12,560	\$12,560	(Dept. Total)	\$219,474	\$202,678	\$238,160
21. Town Hall				26. Weights & Measures			
Salaries	\$15,669	\$16,012	\$16,249	Salaries	\$1,776	\$1,776	1,955
New Employees	0	0	0	New Employees	0	0	0
Operating	35,832	38,931	39,931	Operating	650	650	700
Out/State Travel	0	0	0	Out/State Travel	0	0	0
Line Items	0	0	0	Line Items	0	0	0
Outlay	0	0	0	Outlay	0	0	0
(Dept. Total)	\$51,501	\$54,943	\$56,180	(Dept. Total)	\$2,426	\$2,426	\$2,655
22. Police				27. Civil Defense			
Salaries	\$2,446,560	\$2,579,928	\$2,849,231	Salaries	\$886	\$886	\$886
New Employees	0	13,000	0	New Employees	0	0	0
Operating	82,964	107,181	154,970	Operating	5,323	5,665	5,665
Out/State Travel	0	0	6,200	Out/State Travel	0	0	0
Line Items	0	0	0	Line Items	0	0	0
Outlay	12,255	69,664	67,237	Outlay	4,000	0	17,500
(Dept. Total)	\$2,541,779	\$2,769,773	\$3,077,638	(Dept. Total)	\$10,209	\$6,551	\$24,051
23. Auxiliary Police				28. Dog Officer			
Salaries	\$0	\$0	\$0	Salaries	\$34,069	\$35,281	\$35,602
New Employees	0	0	0	New Employees	0	0	0
Operating	893	1,166	1,281	Operating	5,502	5,776	6,028
Out/State Travel	0	0	0	Out/State Travel	0	0	0
Line Items	0	0	0	Line Items	0	0	0
Outlay	0	0	0	Outlay	0	0	0
(Dept. Total)	\$893	\$1,166	\$1,281	(Dept. Total)	\$39,571	\$41,057	\$41,810
24. Fire				29. Parking Clerk			
Salaries	\$2,270,419	\$2,303,503	\$2,944,722	Salaries	\$0	\$0	\$0
New Employees	0	14,377	290,451	New Employees	0	0	0
Operating	92,175	90,160	103,600	Operating	2,624	2,200	2,200
Out/State Travel	0	0	4,000	Out/State Travel	0	0	0
Line Items (Mut. Aid)	150	150	150	Line Items	0	0	0
Fire Alarm Maint.	0	0	0	Outlay	0	0	0
				(Dept. Total)	\$2,624	\$2,200	\$2,200

	FY92 Expended	FY93 Adopted	FY94 Budget Requests 2/5/92		FY92 Expended	FY93 Adopted	FY94 Budget Requests 2/5/92
35. Foster School				40. Exceptional Children			
Salaries	\$0	\$0	\$0	Salaries	\$11,838	\$11,838	\$11,838
New Employees	0	0	0	New Employees	0	0	0
Operating	3,351	7,000	7,000	Operating	10,696	11,980	11,980
Out/State Travel	0	0	0	Out/State Travel	0	0	0
Line Items	0	0	0	Line Items	0	0	0
Outlay	0	0	0	Outlay	0	0	0
(Dept. Total)	\$3,351	\$7,000	\$7,000	(Dept. Total)	\$22,534	\$23,818	\$23,818
36. Health				41. Patriotic Activities Committee			
Salaries	\$66,571	\$72,033	\$76,382	Salaries	\$0	\$0	\$0
New Employees	0	0	24,932	New Employees	0	0	0
Operating	6,049	14,300	20,350	Operating	12,000	12,000	12,000
Out/State Travel	0	0	0	Out/State Travel	0	0	0
Line Items				Line Items	0	0	0
(Mntl Hlth/Haz)	0	0	25,000	Outlay	0	0	0
Hazd. Waste	0	0	0	(Dept. Total)	\$12,000	\$12,000	\$12,000
Outlay	0	0	0				
(Dept. Total)	\$72,620	\$86,333	\$146,664	42. Library			
37. Community Action				Salaries	\$164,982	\$179,448	\$182,626
Salaries	\$25,204	\$26,438	\$26,887	New Employees	0	0	0
New Employees	0	0	0	Operating	70,721	54,025	59,525
Operating	588	1,050	1,050	Out/State Travel	0	0	0
Out/State Travel	0	0	0	Line Items			
Line Items	0	0	0	(Automation)	10,091	8,110	15,510
Outlay	2,913	0	0	Outlay	0	0	0
(Dept. Total)	28,705	27,488	27,937	(Dept. Total)	\$245,794	\$241,583	\$257,661
38. Council on Elderly				43. Recreation			
Salaries	\$26,174	\$27,726	\$28,005	Salaries	\$20,763	\$24,098	\$24,098
New Employees	0	0	15,215	New Employees	0	0	0
Operating	28,207	27,972	31,277	Operating	4,944	3,936	3,936
Out/State Travel	0	0	0	Out/State Travel	0	0	0
Line Items				Line Items (Programs)	15,320	15,300	15,300
(Jan. Serv.)	8,000	9,311	9,769	Outlay	0	0	0
Merr. Val. Hmcare	1,600	1,600	1,600	(Dept. Total)	\$41,027	\$43,334	\$43,334
Ann Christ. Dinner	3,000	3,000	3,000				
Retired Sr. Vol. Prog	1,600	1,600	1,600	Dept Totals	\$27,340,284	\$27,360,864	\$31,852,220
Outlay	0	0	0				
(Dept. Total)	\$68,581	\$71,209	\$90,466	44. Unclassified			
39. Veterans Services				Maturing Debt	\$1,735,000	\$1,644,141	\$2,085,000
Salaries	\$53,123	\$61,134	\$63,264	Int-Mat Debt	1,564,840	1,640,588	1,640,108
New Employees	0	0	0	Int Temp Loan	92,680	100,000	100,000
Operating	840	2,400	2,400	Reg Voc Sch.	1,730,232	1,765,938	1,950,688
Out/State Travel	0	0	0	Occu Injury Res	37,647	30,000	30,000
Line Items				Unemp Comp.	100,464	40,000	0
(Vet. Aid)	73,060	79,500	79,500	Group Ins	2,450,665	2,840,797	2,840,797
Outlay	0	0	0	Medicare Tax	104,667	61,000	64,000
(Dept. Total)	\$127,023	\$143,034	\$145,164	Fire/Liability Ins.	273,621	235,000	235,000
				(Dept. Total)	\$8,089,816	\$8,357,464	\$8,945,593
				ATM Total Budget	35,430,100	35,718,328	40,797,813

ARTICLE 2

Motion: Finance Committee Chairman, Joseph Gill, motioned to Rescind the action taken under Article 4, May 3, 1993, Annual Town Meeting and this motion was Adopted.

The Finance Committee motioned to Correct, under #13, Elections, and change Operating to \$4,550.

The Moderator accepted the Correction.

The Moderator read the Department Titles 1-44 and marked Debate for the following listed departments that were called for Debate:

- | | |
|------------------------|-----------------------------|
| 2. Selectmen | 19. Industrial Commission |
| 3. Town Manager | 22. Police |
| 15. Conservation Comm | 24. Fire |
| 16. Planning & Conserv | 25. Building |
| 30. School | 38. Council on Elderly |
| 35. Foster School | 44. Unclass — Interest Mat. |
| 36. Health | |

All other Department Budgets, not marked for Debate, were Adopted, per the Finance Committee written Recommendations.

Results of Debated Budgets:

2. Selectmen: The Selectmen Budget was Adopted, per the Finance Committee's written Recommendation.
3. Town Manager: The Town Manager's Budget was Adopted, per the Finance Committee's written Recommendation.
15. Conservation Commission: It was voted to Table the action on the Conservation Commission Budget until Article 9 was acted on.

It was voted to "Remove the Conservation Commission Budget from the Table".

The Conservation Commission Budget was Adopted, per the Finance Committee's written Recommendation.

16. Planning & Conservation: It was voted to Table the Planning & Conservation until the completion of Article 9.

It was voted to "Remove the Planning & Conservation from the table".

The Planning & Conservation budget was Adopted per the Finance Committee's written Recommendation.

19. Industrial Commission: It was voted to Adopt the Industrial Commission Budget per the Finance Committee's written Recommendation.
22. Police: It was Voted to Adopt the Police Budget per the Finance Committee's written Recommendation.
24. Fire: It was voted to Adopt the Fire Budget per the Finance Committee's written Recommendation.
25. Building: Mr. Thomas Camara motioned to reduce the Salary Account by \$11,050 and this motion Failed.

The Finance Committee motioned to Adopt the salary amount of \$180,368 and this motion was Adopted.

The Building Budget was Adopted per the Finance Committee's written Recommendation.

30. School: The School Budget was Adopted per the Finance Committee's written Recommendation.

36. Health: It was voted to Table the Health Budget until Article 14 was acted on.

It was voted to "Remove the Health Budget from Table"

Motion: Board of Health member, William Lindsey, motioned to Amend and Adopt the "New Employee" amount of \$5,569 and this motion was Adopted.

Board of Health member, William Lindsey motioned to Amend and to Adopt the (line item) Hazardous Waste amount of \$25,000 and this motion was Adopted.

The Finance Committee motioned the amount of \$6,000 for Hazardous Waste and this motion Failed.

The Health Budget, as Amended, was Adopted.

38. Council of Elderly: The Finance Committee motioned for a zero (0) amount for "new employee"

Linda Brabant, Coordinator, motioned to Amend with a "new employee" amount of \$9,236.

Voted: The Finance Committee's motion for a zero (0) amount for "new employee" was Adopted.

51 YES 28 NO

The Council of Elderly Budget was Adopted per the Finance Committee's written Recommendations.

44. Unclassified: Treasurer Warren Carey motioned to Table the item "Maturing Debt" and this motion was Adopted

The Finance Committee motioned for the amount of \$1,640,108 for Interest Maturing Debt and this motion Failed.

Town Manager, David Cressman, motioned to Amend and increase Interest-Maturing debt to \$1,661,983 and this motion was Adopted.

All other items listed under Unclassified (except for the Tabled - Maturing debt) were Adopted, as Amended.

It was voted to "Remove Maturing debt from the Table"

The Finance Committee motioned for the amount of \$1,911,421 and this motion was Adopted.

Finance Committee Chairman, Joseph Gill, motioned to Raise & Appropriate and adopt Article 2, as Amended, and this motion was Adopted.

	Salaries	Operating	Outlay	Dept. Total
1. MODERATOR	450	100		550
2. SELECTMAN	65,492	44,026		136,018
Line Items		25,000		
Out of State				
Travel		1,500		
3. TOWN MANAGER	162,125	6,600		1,676,428
Rubbish Collec.		536,000		
Rubbish Disposal		971,703		
4. EMPLOYEE SERVICES	9,375	0		9,375
5. FINANCE COMM	2,400	860		3,260
6. ACCOUNTING	116,740	2,000		118,740
7. COMPUTER SYSTEM	23,615	81,000		104,615
8. ASSESSORS	138,537	37,800		186,337
Line Items		10,000		
9. TREAS-COLLECT,	277,559	192,581	5,900	476,040
New Employee	0			
10. TOWN COUNSEL		90,000		90,000
11. PERSONNEL BD	2,500	300		2,800
12. TOWN CLERK	93,127	12,348		114,275
New Employee	8,800			
13. ELECTION	10,000	4,550		26,550
Line Item		12,000		
14. BD REGISTRARS	2,650	1,411		4,061
15. CONSERVATION COMM	0	1,510		1,510
16. PLANNING BD				
& CONSERVATION COMM	77,925	4,500		92,453
Line Item		10,028		
17. BD APPEALS	4,320	3,530		7,850
18. COMPREHENSIVE HOUS.	0	0		0
19. INDUSTRIAL COMM	0	970		970
20. CABLE TV	0	12,560		12,560
21. TOWN HALL	16,249	43,031		59,280

	Salaries	Operating	Outlay	Dept. Total
22. POLICE	2,556,394	128,369	67,237	2,752,270
New Employee	0			
Out/State Travel		270		
23. AUX POLICE	0	1,281		1,281
24. FIRE	2,103,819	104,825	48,950	2,271,744
New Employee	0			
Out/State Travel		0		
Line Items		150		
North Station		0		
Ambulance		14,000		
25. BUILDING	180,368	9,430		189,798
26. WEIGHTS & MEAS.	1,776	700		2,476
27. CIVIL DEFENSE	886	4,665	17,500	23,051
28. DOG OFFICER	35,602	3,587	1,742	40,931
29. PARKING CLERK	0	2,200		2,200
30. SCHOOLS	12,308,896	3,710,993	61,569	16,082,959
Out/State Travel		1,501		
31. PUBLIC WORKS	1,495,681	781,200	120,026	2,806,117
New Employees	16,210			
Lowell Sewer		295,400		
Purchase Water		65,600		
Meter Replacement		3,000		
Road Resurface		29,000		
32. STREET LIGHTING		126,595		126,595
33. CEMETERIES		1,400		1,400
34. SNOW & ICE	46,015	55,000		101,015
35. FOSTER SCHOOL		2,000		2,000
36. HEALTH	69,119	19,350		119,038
New Employee	5,569			
Line Item (Haz. Waste)		25,000		
37. COMMUNITY ACTION	26,887	850	0	27,737
38. COUNCIL OF ELDERLY	28,005	28,982	1,299	74,255
New Employee	0			
Line Items		9,769		
Merr. Balley		1,600		
Christmas Party		3,000		
Retired Sr.		1,600		

	Salaries	Operating	Outlay	Dept. Total
VETERAN'S SERVICES	28,980	1,350		109,830
Line Items		79,500		
1. EXCEPTIONAL CHILDREN	11,838	11,980		23,818
1. PATRIOTIC ACTIVITIES COMMITTEE		12,000		12,000
2. LIBRARY	188,335	57,025	10,250	255,610
Line Items				
3. RECREATION	24,098	3,936		43,334
Line Items		15,300		
4. UNCLASSIFIED				8,744,195
Maturing Debt.		1,911,421		
Interest Mat.		1,661,983		
Interest Temp.		100,000		
Regional. Voc.		1,889,794		
Occupational		30,000		
Unemployment		7,200		
Group Insurance		2,840,797		
Medicare Tax		68,000		
Fire/Liability		235,000		
ATM Art. 2 Budget Totals	\$20,140,342	\$16,462,511	\$334,473	\$36,937,326
Total Budget Appropriation	\$36,937,326.00			
Rescind action Taken Under Article 4 Budget) 1993 Annual Town Meeting	-35,718,328.00 (minus)			
Net budget Appropriation	\$1,218,998.00			

**APPROPRIATION CERTIFICATE — SPECIAL TOWN MEETING
September 27, 1993**

Article	Raise & Appropriate	Transfer From	Borrow
2. Budget	\$1,218,998.00 (Net)		
3. Maturing Debt. Acct.		\$173,579.00	Overlay Reserve
4. Outstanding bills (Two(2) Specific Acct's)	1,139.67		
5. Art.37, 1993 ATM Sanitary Sewers-Foster Rd		42,806.99	From Specific Accounts
6. Install Sanitary Sewer North St. School & Connect to Town Sewer		15,000.00	Acct#30.301.5972 (H.S. Heating Proj)
7. Compensating Balance For Payment of Police Details	26,500.00		

Article	Raise & Appropriate	Transfer From	Borrow
Employee Assistance Prog. (EAP) IAFF Local 1647	2,500.00		
10. Town's Share For Cost of Construction Duck Island Sewerage Treat- ment & Disposal	225,000.00		\$875,000.00
12. FY92 Overlay Account		31,909.62	FY'92 Overlay Account
Total Raise & Appropriate	\$1,474,137.67		
Total Transfers		\$263,295.61	
Total Borrow			\$875,000.00

Attest:

Elizabeth A. Carey, CMC
Town Clerk

ARTICLE 3

To see if the Town will vote to transfer \$173,579 from the Overlay Reserve to the Maturing Debt Account or take any action relative thereto.

Town Manager

Motion: The Finance Committee motioned to Adopt and Transfer \$173,579 and this motion was Adopted.

ARTICLE 4

To see if the Town will vote to raise and appropriate the following sums for the purpose of paying outstanding bills of previous years or take any action relative thereto:

Fire Department-Ambulance Supplies

Sunshine of Lowell	\$11.75
General Medicaid Corporation	\$182.66
American Lafrance	\$389.86

Public Works Department

Communications-Bay State News	\$80.40
Fire Dept	\$664.67
Amer. Test Center	\$475.00
	\$1,139.67

Town Manager

Motion: The Finance committee motioned to Adopt, as Amended and to Raise & Appropriate \$1,139.67.

The Moderator informed the Assemble that the sections of Article 4 that had insufficient funds would require a 9/10's vote and he would take a 9/10's vote on the payment of all outstanding

bills in the Article. If the vote failed he would take a vote on those items not requiring a 9/10's vote.

Voted: Article 4 was Adopted.
30 YES '0' NO

The Moderator called for a short Recess at 8:18 PM and resumed the Special Town Meeting at 8:26 PM.

The Finance committee motioned to Reconsider Article 4 (for clarification purposes) and this motion was Adopted.
11 YES "0" NO

The Finance Committee motioned to Amend Article 4 and to pay Fire Dept. — American Test Center, \$475. and this motion was Adopted.

The Finance Committee motioned to Raise & Appropriate and to pay all the bills listed in Article 4, including American Test Center — \$475.00 for a total of \$1,139.67 and this motion was Adopted.

10 YES "0" NO

ARTICLE 5

To see if the Town will vote to transfer \$36,000 from Article 25 of the 1991 annual Town Meeting (Water Mains North & Main) to Article 37 of the 1993 Annual Town Meeting (Sanitary Sewers-Foster Road) or take any action relative thereto.

Town Manager

Motion: The Finance Committee motioned to Adopt & Transfer \$42,806.99 from the following accounts:

02.400.5231.93 FY93	Water Purchase	\$17,228.27
00.406.5972	Water Distribution	\$3,586.97
00.407.5972	North & Main Street	\$4,657.75
	Water Mains	
00.301.5972	High School Heating	\$17,334.00
	Project	
		\$42,806.99

to Article 37 of the 1993 Annual Town Meeting (Sanitary Sewers — Foster Road) and this motion was Adopted.

ARTICLE 6

To see if the Town will vote to transfer \$11,000.00 from Article 30 of the 1992 Annual Town Meeting (Extraordinary School Roof Repairs) to install a sanitary sewer and its appurtenances in order to connect the North Street School to the Town's sanitary sewer system or take any action relative thereto.

Town Manager

Motion: The Finance Committee motioned to Adopt and Transfer \$15,000 from Account # 30.301.5972 (H.S. Heating Project) to install a sanitary sewer and its appurtenances in order to connect the North Street School to the Town's sanitary sewer system and this motion was Adopted.

ARTICLE 7

To see if the Town will raise and appropriate \$26,500 to implement the labor contract recently signed with the International Brotherhood of Police Officers Local 352 and Tewksbury Police Superior Officers Association and these funds shall be used as a compensating balance for the payment of police details from the time officers are paid for their work until the vendors pay their bills or take any action relative thereto.

Town Manager

Motion: The Finance Committee motioned to Adopt and Raise & appropriate \$26,500.

A motion was made to Indefinitely Postpone Article 7.

Voted: The motion for Indefinite Postponement, Failed

The Finance Committee's motion to Raise & appropriate \$26,500, was Adopted.

ARTICLE 8

To see if the Town will raise and appropriate \$2,500 to implement the labor contract recently signed with the International Association of Fire fighters Local 1647 so as to implement an Employee Assistance Program (EAP) whereby the Town pays 50% of the cost of the EAP or take any action relative thereto.

Town Manager

Motion: The Finance Committee motioned to Adopt and to Raise & appropriate \$2,500. and this motion was Adopted.

ARTICLE 9

To see if the Town will vote to amend the Personnel By-Law, Section III, Wage Schedule Full-Time by adding the following positions:

	Step I	Step II	Step III	Step IV	Step V	Step VI
Director of Planning & Conserv.	34,611	36,689	38,891	41,223	43,697	46,320
Computer Services Manager	31,153	33,020	35,000	37,102	39,328	41,688
Dispatcher	16,246	17,876	19,677	21,669	23,877	26,263
Town Manager						

Motion: The Finance Committee motioned to Adopt Article 9, as written.

The Board of Selectmen motioned to Amend the Director of Planning & Conservation Wage Schedule.

Mr. Barry Tressler motioned to Delete Computer Services Manager position and Salary & Steps associated.

A motion was made to Adopt Computer Services Manager.

Voted: The Board of selectmen's motion to Amend the Director of Planning & Conservation, Failed.

Mr. Tressler's motion to delete the Computer Services Manager position and salary & steps, Failed.

7 YES 31 NO

The motion to Adopt the Computer Services Manager was Adopted.

Article 9 was Adopted, as written.

A motion was made to Reconsider Article 9 and this motion Failed. "0" YES 16 NO

ARTICLE 10

To see if the Town will vote to raise and appropriate or transfer from available funds, or borrow the sum of \$1,100,000.00 for the Town of Tewksbury's share, in accordance with the agreement between Lowell and Tewksbury of the cost of construction of the Duck Island Sewage Treatment and Disposal Facilities, and if by borrowing to authorize the Treasurer, with the approval of the Board of Selectmen, to borrow \$1,100,000.00 under and pursuant to Chapter 44, Section 8, Clause (15), of the General Laws or any other enabling authority, which may include chapter 29C of the General Laws, and to issue bonds or notes of the Town therefor; that the Town Manager is authorized to apply for, accept and expend any federal, state or private grants, or other assistance that may be available with respect to the project, all of which contributions and grants shall be applied to the project in addition to the sums appropriated by the town for such purposes;

and that the Town Manager, with the approval of the Board of Selectmen, is authorized to enter into a loan agreement and any other agreements that may be necessary in the event all or any part of the loan authorized hereby should be borrowed from the Massachusetts Water Pollution Abatement Trust established under Chapter 29C.

Warren R. Carey, Treasurer/Collector

Motion: Town Manager, David Cressman, motioned to Amend Article 10.

Finance Committee Chairman, Joseph Gill, motioned to Adopt Article 10, as Amended.

A motion was made to Move the Question and this motion was Adopted.

Voted: The Town Manager's Amendment was Adopted. Article 10 was Adopted, as Amended.

32 YES "0" NO (2/3's vote required: 22)

AMENDMENT:

To see if the Town will vote to raise and appropriate \$225,000 and borrow the sum of \$875,000 for the Town of Tewksbury's share, in accordance with the agreement between Lowell and Tewksbury for the cost of construction of the Duck Island Sewerage Treatment and Disposal Facilities, and if by borrowing, to authorize the Treasurer, with the approval of the Board of Selectmen, to borrow \$875,000 under and pursuant to Chapter 44, Section 8, Clause (15), of the Massachusetts General Laws or any other enabling authority, which may include Chapter 29C of the Massachusetts General Laws, and to issue bonds or notes of the Town therefore; that the town Manager is authorized to apply for, accept, and expend any federal, state or private grants, or other assistance that may be available with respect to the project, all of which contributions and grants shall be applied to the project in addition to the sums appropriated by the Town for such purposes; and that the Town Manager, with the approval of the Board of Selectmen, is authorized to enter into a loan agreement and any other agreements that may be necessary in the event all or any part of the loan authorized hereby should be borrowed from the Massachusetts Water Pollution Abatement Trust established under Chapter 29C.

ARTICLE 11

To see if the Town will vote to amend the Personnel by Law, Section IV, Fringe Benefits, by adding the following new section (n) thereto:

(n) Family and Medical Leave

(1) Maternity Leave

Any eligible female who has been employed full-time for at least three (3) consecutive months, who has given written notice at least two (2) weeks prior to her antici-

pated date of departure, and who has given notice of her intention to return to her employment with the Town, is entitled to be absent from such employment for a period not exceeding eight (8) weeks for the purpose of giving birth. Such leave shall be without pay for such period.

Further any eligible employee who has been employed by the Town of Tewksbury for at least three consecutive months, who has given written notice whenever practicable, at least two (2) weeks prior to his/her anticipated date of departure, and who has given notice of his/her intention to return to his/her employment, is entitled to be absent from such employment for a period not exceeding eight (8) weeks due to the placement of a son or daughter with the employee for adoption or foster care. Such leave shall be without pay for such period.

Any employee taking such a maternity leave shall, upon his/her return to work, be restored to his/her previous position or a similar position, with the same status, pay, and seniority, whenever applicable; provided, however that any such restoration shall be subject to all the applicable provisions of Chapter 149, Section 105D, of the General Laws.

In the case of an eligible female employee, accrued sick leave benefits shall be provided for disabilities caused or contributed to by the pregnancy, miscarriage, childbirth and recovery therefrom. Such benefits shall be provided for maternity leave purposes under the same terms and conditions which apply to other temporary disabilities.

The taking of a maternity leave does not affect the employee's right to continue to accumulate sick leave.

(2) Family Leave

In lieu of the taking of a maternity leave as is provided for in section (1) above, any eligible employee who has been employed by the Town of Tewksbury for at least twelve months (the twelve months of employment need not have been consecutive) and who has rendered at least 1,250 hours of service to the employer during the preceding twelve months, who has given written notice, whenever practicable, at least thirty (30) days prior to his/her anticipated date of departure, and who has given notice of his/her intention to return to his/her employment, is entitled to be absent from such employment for a period not exceeding twelve (12) weeks due to the birth of the employee's son or daughter and to care for that son or daughter. Such leave shall be without pay for such period.

Further, any eligible employee who has been employed by the Town of Tewksbury for at least twelve months (the twelve months of employment need not have been consecutive) and who has rendered at least 1,250 hours of

service to the employer during the preceding twelve months, who has given written notice, whenever practicable, at least two (2) weeks prior to his/her anticipated date of departure, and who has given notice of his/her intention to return to his/her employment, is entitled to be absent from such employment for a period not exceeding twelve (12) weeks due to the placement of a son or daughter with the employee for adoption or foster care. Such leave shall be without pay for such period.

Any employee taking such a family leave shall, upon his/her return to work, be restored to his/her previous position or a similar position, with the same status, pay, and seniority, whenever applicable.

Entitlement to family leave for a birth or placement of a son or daughter expires at the end of the 12-month period beginning on the date of the birth or placement of said child.

An employee may elect to substitute any of said employee's paid vacation leave, or personal leave for any part of the 12-week period allowed for the birth or placement of said employee's child; provided further, the employer may, at any time, acting through the appropriate department head, require in its sole discretion, an employee to substitute his/her paid vacation leave, or personal leave for any part of the 12-week period allowed for the birth or placement of a child.

For purposes of this section (n), a "son" or "daughter" is herein defined as a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person standing in loco parentis (in place of a parent). The child must be under 18 years old, or 18 or older and incapable of self-care because of a mental or physical disability.

(3) Family Medical Leave

Upon written application to the appropriate department head, and where there exists a certified serious health condition with respect to any of the following persons, an eligible employee may be granted up to 12-weeks of unpaid leave during any 12-month period to:

- a. care for, or to make arrangement for the care of, a son or daughter of the employee, whether or not such child is the natural, adopted or stepchild of such employee;
- b. care for the employee's spouse; or
- c. care for a parent of the employee.

A "serious health condition" shall be deemed to be an illness, injury, impairment, or physical or mental

condition that involves inpatient care in a hospital, hospice, or residential medical care facility, or continuing treatment by a health care provider; it being intended by this Policy to mean that an employee's own serious health condition must be such that he/she is unable to perform the functions of the employee's position in order to warrant the granting of family medical leave.

Eligible employees who are married to each other are eligible to take family medical leave; provided, that in the event such employee makes application to take time off to care for a sick parent, the employer may, in its sole discretion, limit the leave taken in the aggregate for said married employees to 12-weeks during any 12-month period.

Family medical leave may not be utilized by an employee for a short-term condition, such as a minor illness that is of a limited number of days in duration and /or a surgical procedure that usually does not involve hospitalization and simply requires a brief recovery period.

(4) Intermittent Leave/Reduced Schedule

For the care of a spouse, son, daughter or parent with a serious health condition, or for the employee's own serious health condition, when leave on the basis is medically necessary, an eligible employee may be granted an intermittent leave or leave on a reduced schedule. When the need for such leave is foreseeable, the employee shall provide the employer with at least thirty days' written notice before the date the leave is to commence; provided, however, if the event upon which the leave is based is unforeseeable, the employee shall provide as much written notice to the employer as is practicable. In no case however, shall such leave exceed, in the aggregate, a total of 12-weeks unpaid leave during any 12-month period.

A "reduced leave schedule" is a leave schedule that reduces the number of hours per workweek or hours per workday.

In the event that an employee requests intermittent leave or leave on a reduced leave schedule for the situations described above, and the leave is foreseeable based on planned medical treatment, the employer may require the employee to transfer temporarily to an available alternative position for which the employee is qualified and that better accommodates recurring leave periods than would the employee's regular position; provided, however, the alternative position so provided shall have equivalent pay and benefits.

(5) Certification To Support Leave Request

In the event an eligible employee requests a family medical leave for the serious health condition of a son, daughter, spouse, parent, or the employee himself or herself, the employer may require that the request be supported by certification, provided in a timely manner, when possible, in advance or at the start of the leave, from the health care provider of the person with the condition, which certification shall include:

- a. the date on which the serious health condition began;
- b. its probable duration;
- c. the appropriate medical facts regarding the condition;
- d. that the employee is needed to care for a son, daughter, parent or spouse, with an estimate of the amount of time that the care will require;
- e. for the purposes of an employee's own serious health condition, that the employee is unable to perform the functions of the job;
- f. in the case of intermittent leave for planned medical treatment, the dates on which the treatment is expected to be given and the treatment's duration;
- g. in the case of certification for intermittent or reduced schedule leave for an employee's own serious health condition, a statement of the medical necessity for an intermittent or reduced schedule leave; and
- h. in the case of certification for intermittent or reduced schedule leave for family members, a statement that this type of leave is necessary for the case of the family member, or will assist in their recovery, and the expected duration and schedule of intermittent or reduced schedule leave.

If the employer has reason to doubt the validity of certification submitted on behalf of the employee, the employer may require, at its own expense, the opinion of a second health care provider designated or approved by the employer, but not employed regularly by the employer.

If the second opinion differs from the first opinion, the employer may require, at its own expense, the opinion of a third health care provider, designated or approved jointly by the employer and employee. The third health care provider's opinion shall be final and binding on both the employer and employee.

Subsequent recertification may be required on a reasonable basis.

(6) Maintenance of Benefits

The taking of any leave granted pursuant to the provision of this section (n) shall not result in the loss of an employment benefit accrued by the employee before the date that the leave commenced.

"Employment benefits" for purposes of this section, shall mean all benefits provided or made available to employees by the employer, including group life insurance, health insurance, disability insurance, sick leave, annual leave, educational benefits, and pensions, regardless of whether such benefits are provided by a practice or a written policy of the employer.

The employer shall maintain coverage under any "group health plan," as defined in section 5000(b)(1) of the Internal Revenue Code of 1986, for the duration of the leave, at the level and under the conditions that coverage would have been provided if the employee had continued working and had not taken leave; provided, however, nothing contained herein shall require the employer to provide health benefits not provided at the time the employee starts leave.

(7) Eligible Employee

Except as is otherwise provided in this section (n), an eligible employee is defined as an individual who has been employed by the Town of Tewksbury (herein also referred to as the "employer") for at least 12 months and for at least 1,250 hours of service during the previous 12 months from the date of the taking of the requested leave.

Town Manager

Motion: The Finance Committee motioned to Adopt Article 11.

Voted: Article 11 was Adopted.

ARTICLE 12

To see if the Town will vote to transfer \$31,909.62 from the FY89 overlay account to the FY92 overlay account or take any other action relative thereto.

Town Manager

Motion: The Finance Committee motioned to Adopt and transfer \$31,909.62 and this motion was Adopted.

ARTICLE 13

To see if the Town will vote to accept a gift of a moveable vault from G & G Auto to be used by the Town Clerk, or take any other action relative thereto.

Town Manager
Town Clerk

Motion: The Finance Committee motioned to Adopt Article 13 and this motion was Adopted.

ARTICLE 14

To see if the Town will vote to amend the Personnel By-Law Section 3 Wage Schedule, by creating the following part time position and salary scale:

Health Inspector — Hourly

I	II	III	IV
\$14.28	\$15.13	\$16.04	\$16.84
Town Manager			

Motion: The finance committee motioned to Indefinitely Postpone Article 14 and withdrew their motion, without prejudice to allow for one (1) secret ballot vote; if necessary.

The Board of Health motioned to Adopt Article 14.

Voted: Article 14 was Adopted by a standing count.
60 YES 12 NO (3/4's vote required: 54)

ARTICLE 15

To see if the Town will vote to amend the zoning bylaws sections 15.3, 15.3.A, 15.3.B, 15.3.C, 15.3.D, 15.3.E, 15.3.F, 15.3.G, 15.3.H, 15.3.I

DELETE: Existing Section 15.3

Add: Use Regulations Land in the Wetlands and Watershed Conservancy District may not be used for any purpose until express written approval is granted first by the Conservation Commission after a public hearing is held to secure finding of facts. Said written decision by the Conservation Commission shall be issued in accordance with these zoning bylaws, the rules and regulations of the Conservation Commission and all applicable Massachusetts General Laws.

DELETE: Existing 15.3

ADD: Such approval if granted must include a finding by the Conservation Commission that the proposed action would not reduce the natural flood water storage capacity of the land, nor change, enlarge, reduce any water course, not endanger the health or safety of the occupants of any existing or proposed structure on the land, nor constitute any danger to the public health or safety, and that such action, is also in reasonable conformance with the other purposes of this By-Law as described in Section 15.1. Such a Wetlands and Watershed Conservancy District Permit may also include a finding that the land in question is not generally wet nor subject to seasonably or periodic flooding.

DELETE: Existing 15.3.F

ADD: Such a Wetlands and Watershed Conservancy District Permit may include such reasonable conditions, safeguards or time limits as the Conservation Commission deems necessary to fulfill the purpose of this by-law.

DELETE: Existing 15.3.G

ADD In deciding applications for a permit under this section, but without limiting the generality of the foregoing, the Conservation Commission shall assure, to a degree consistent with the reasonable use of the premises for purposes permitted in the district in which the land is located that:

1. The first floor of any structure including cellar or basement shall be elevated to or above the 100 year flood elevation whenever that data is available. Otherwise, it shall be elevated to a level at least 2' above the high water table taken between the dates of March 1st and April 30th annually and certified by a registered professional engineer.
2. Other land in the Wetlands and Watershed Conservancy District is protected against detrimental or offensive uses of the premises.
3. Safe vehicular and pedestrian movement, to, over, and from the premises is provided over ways having an elevation of at least the elevation specified in subsection 15.3.g.1.
4. The methods of drainage are adequate.
5. The methods by which the premises are filled or otherwise elevated will minimize the danger to health or safety of the occupants thereof.

DELETE: 15.3.H

ADD The Conservation Commission may establish such reasonable procedures, as it may deem necessary to administer this By-Law, in accordance with the rules and regulations of the Conservation Commission and the Massachusetts General Laws, and may consider the elevation of the particular land, its history of flooding, and other relevant evidence; and may request and consider information on the question from any other public official, board or agency; and may also request any other public official, board or agency to hold preliminary hearings to make appropriate findings concerning matters of fact.

DELETE: Existing 15.3.I

ADD In addition to the other uses for which no permit is required under Section 15.3, the following uses and structures are not considered to substantially derogate from the purposes of the By-Law, as contained in

Section 15.1 and are therefore specifically exempt from the use regulations contained in Section 15.3 and are hereby permitted by right in the Wetlands and Watershed Conservancy District to the same extent they are permitted in the underlying zoning district; however, all land, structures and uses must comply with Section 16 where applicable.

1. Any structure or use normally accessory to a single family dwelling.
2. The enlargement, rebuilding or extension of any dwelling lawfully existing prior to the adoption of these provisions.
3. Any building or use which is normally accessory to a single family home, now in existence.
4. Garages, swimming pools, tool sheds, patios, porches, bedrooms, etc., will be allowed without surveys, special permits and without any additional cost to Town residents.

Tewksbury Conservation Commission

Motion: Planning Director, Sean Sullivan, motioned to Withdraw Article 15, and this motion was Adopted.

Finance Committee Chairman, Joseph Gill, motioned to adjourn the September 27, 1993, Special Town Meeting, sine die, and the motion was Adopted.

Attest:

Elizabeth A. Carey, CMC
Town Clerk

SPECIAL TOWN MEETING

NOVEMBER 18, 1993

Moderator James Coakley opened the November 18, 1993, Special town Meeting at 8:03 PM.

Moderator Coakley designated the seating area for the visitors and informed the registered voters to openly display their town meeting ribbon.

There were 99 registered voters and 6 visitors in attendance.

Finance Committee Chairman, Joseph Gill, motioned to Waive the reading of the Warrant articles and this motion was Adopted.

ARTICLE 1

To see if the Town will vote to raise and appropriate the following amounts to implement the labor contracts recently

signed with the Municipal Employees Association AFSCME Local 833, International Association of Fire Fighters Local 1647 International Brotherhood of Police Officers Local 352, and the Tewksbury Police Superior Officers Association, to provide for the salary increases under the Personnel By-Laws, Section III paragraph (e-2), and to provide funding for raises to elected officials;

Selectmen	Salaries	
Town Manager	"	6,480
Finance Committee	"	2,960
Accounting	"	700
Computer Systems	"	3,650
Assessors	"	700
Treasurer/Collector	"	4,160
Personnel board	"	8,340
Employees Services	"	700
Town Clerk	"	560
Planning Board	"	3,110
Town Hall	"	2,170
Police	"	480
Fire	"	77,511
Building	"	60,944
Weights & Measures	"	4,650
Civil Defense	"	54
Dog Officer	"	27
Public Works	"	1,071
Board of Health	"	45,595
Community Action	"	2,212
Council on Aging	"	766
Veterans Services	"	843
Library	"	874
Recreation	"	5,407
		532
		233,311

and to further raise and appropriate funds to be placed in Account 01.123.5000 (an escrow account) said account having been created for the specific purpose of retaining any additional funds necessary to implement labor agreements yet to be finalized, or take any action relative thereto.

Town Manager

Motion: The Finance Committee deferred to Town Manager, David Cressman.

The Town Manager motioned to Amend Article 1.

The Finance Committee motioned to Withdraw their written recommendation and adopt Article 1, as Amended by the Town Manager.

Voted: The Town Manager's Amendment was Adopted.

Article 1 was Adopted, as Amended.

AMENDMENT

To see if the Town will vote to raise and appropriate the following amounts to implement the labor contracts recently

signed with the International Association of Fire Fighters Local 1647 and International Brotherhood of Police Officers Local 352 and to provide for the salary increases under the Personnel By-Law, Section III, paragraph (e-2) and to provide funding for raises to elected officials:

Selectmen	Salaries	\$5,000
Police	"	38,102
Fire	"	56,244
		\$99,346

and to further raise and appropriate \$133,965 to be placed in Account 01.123.500 (an escrow account), said account having been created for the specific purpose of retaining any additional funds necessary to implement labor agreements yet to be finalized, or take any other action relative thereto.

Town Manager

ARTICLE 2

To see if the Town will vote to amend the Personnel By-Law, Section III, Wage Schedule Full-Time by adding the following positions;

Effective 7/1/93

Deputy Fire Chief					
Step I	Step II	Step III	Step IV	Step V	Step VI
			45,960	48,716	51,639

DELETE

Effective 6/30/94

Deputy Fire Chief					
Step I	Step II	Step III	Step IV	Step V	Step VI
			46,879	49,690	52,672

and to amend the Personnel By-Law Section III, paragraph (e-2) by adding the words, "and Deputy Fire Chief", after the words, Fire Chief' to read as follows:

(e-2) Salary adjustments commencing July 1, 1988 will be equal to those granted to the Town of Tewksbury and the American Federation of State, County and Municipal Employees Local #833, for the duration of their representation by Local #833, with the exception of position of Police Chief and Deputy Police Chief whose salary adjustments will be equivalent to those granted to the Tewksbury Police Department Superior Officers Association, for the duration of their representation by this association, and the Fire Chief and Deputy Fire Chief whose salary adjustments will be equivalent to those granted to the Tewksbury International Association of Fire Fighters Local #1647, for the duration of their representation by Local #1647.

Town Manager

Motion: Personnel Board Chairman, Donna Gill, motioned to Amend Article 2.

The Finance Committee concurred and motioned to Adopt Article 2, as Amended,

Voted: Mrs. Gill's Amendment was Adopted.

Article 2 was Amended.

AMENDMENT: Delete the section:

Effective 6/30/94

Deputy Fire Chief					
Step I	Step II	Step III	Step IV	Step V	Step VI
			46,879	49,690	52,672

ARTICLE 3

To see if the Town will vote to accept the provision of Massachusetts General Laws Chapter 90, Section 22B, Subsection (b) to (k) as amended as related to the abandonment of a motor vehicle, registered or unregistered, upon any public or private way, or upon the property of another or take any action relative thereto.

Town Manager/Police Chief

Motion: The Finance Committee motioned to Adopt Article 3.

Voted: Article 3 was Adopted by the required Secret Ballot 76 YES 4 NO

Finance Committee Chairman, Joseph Gill, motioned to adjourn the November 18, 1993, Special Town Meeting, and this motion was Adopted.

Attest:

Elizabeth A. Carey, CMC
Town Clerk

Pursuant to Section 15A, Chapter 41, Massachusetts General Laws, I hereby certify the funds appropriated at the Special Town Meeting, convened by proper Warrant, Thursday, November 18, 1993.

APPROPRIATION CERTIFICATE — SPECIAL TOWN MEETING — NOVEMBER 18, 1993

Article

Raise & Appropriate

1. Funding for specific Salaries	\$99,346
AND	
Account 01.123.500 (escrow Account) to implement labor agreements yet to be finalized.	133,965
TOTAL RAISE & APPROPRIATE	\$233,311

Attest:

Elizabeth A. Carey, CMC
Town Clerk

ADMINISTRATION

*Board of Selectmen
Planning Board
Board of Appeals
Town Clerk*

*Town Counsel
Personnel Board
Conservation Commission
Board of Registrars
Veterans' Services*

*Town Manager
Dog Officer
Mosquito Control Project
Parking Clerk*

Board of Selectmen

In 1993, the Board of Selectmen met on a weekly basis and handled matters such as resident complaints, negotiations, alcoholic beverage hearings, both violations and new applications, pole petition and conduit hearings, wetlands hearings, Class I, II, III hearings, and dog complaints.

During the year the Board met with Rep. James Miceli and newly elected senator, John O'Brien, on many issues that effect the town including the status of state owned land in the community. Board members continued to serve on sub-committees and spent many hours meeting and researching issues regarding the implementation of the E-911 system, cable TV renegotiations, and duplicate street names.

The Board of Selectmen wishes to extend their thanks to the men and women who have served as members of appointed and elected boards and committees for the time and effort expended by them in various positions in town government.

The Selectmen's Office in the Town Hall is open daily from 8:30 a.m. to 4:30 p.m. for the convenience of the townspeople. The Selectmen meet every Tuesday evening at 8:00 p.m. All residents are welcome to attend these meetings. However, if you wish to be heard, or to have the Board take action on a specific matter, it will be necessary to have a detailed written request presented at the Selectmen's Office prior to the noon closing of the agenda on Wednesday preceding each meeting. This procedure enables the Selectmen to gather any pertinent information prior to the meeting and eliminates the necessity for delay in making decisions.

For your convenience, the Selectmen's meetings continue to be televised live on Channel 42.

Board of Selectmen

Thomas G. Conlon
Chairman
Richard P. Hanson
Vice Chairman
Joan M. Dunlevy
Clerk
John J. Kelley, Jr.
Ann M. Looney

Town Manager

In looking back at 1993, the year began on a positive note as the State Legislature on January 5, 1993 — the last day of their 1992 Session — approved the early retirement bill due to the efforts of many Tewksbury residents and friends. This was demonstrated by the House Clerk's office referring to it as the "Tewksbury" bill whenever anyone called to check on the bill's status. This occurred despite the fact the bill would be applicable to all municipal and county employees except certified education personnel throughout the Commonwealth. After the legislative vote the lobbying efforts shifted to Governor Weld, who eventually signed the bill into law. The end result of this action was that 31 employees — 23 town and 8 school employees — were able to take advantage of this program. The end result was the Town again avoided having to lay off employees. In recent history, I have never seen the Town — its representatives, officials, employees and residents lobby so effectively for any legislation and everyone should take pride in their accomplishment.

By the end of the winter, Tewksbury had experienced its heaviest snow season in many a year. While Tewksbury spent \$372,075.00 to clear snow in the FY93 year, its neighbors and/or towns of a similar size spent a far greater amount. For example, Billerica and Chelmsford spent \$450,000.00 and \$513,000.00 respectively. Clearly, Tewksbury did an equal or better job of snow/ice control. Without the employees' and contractor's work effort combined with management improvements implemented over the past few years, the results would not have been as positive.

During the early summer months, the North Street water main project was completed as the road was paved. When the Town experienced a prolonged heat wave during July, the benefits of the recently constructed North Street water main, Main Street water main, the re-institution of the Town's flushing program, and the elimination of the use of the Town's wells became self evident. Also, the Town and City of Lowell resolved major sewer and water contractual issues.

During the late summer and fall, construction was started and completed on Foster Road. This work combined with repaving work in West Tewksbury and South Tewksbury to streets

that had not been re-paved in many a year contributed to making 1993 feel like a better year than some recent years during the economic recession.

In September, the Town adopted its FY94 budget. This budget allowed the Town to meet the requirements of the Commonwealth's Education Reform law; provide funds for employee raises as many employees had gone three years or longer without a pay raise and many of those employees had accepted reduced pay and/or benefits during part of that time; and re-instituted the purchase of vehicles for the Fire and Public Works departments after going over four years without purchasing any new vehicles.

While the Town lost twenty three employees to the early retirement program, Town departments minimized the number of positions which were replaced to eight employees. Also, the early retirement program meant that some employees were able to move to other departments. While this was beneficial for some of the employees, the end result was a lengthy period of upheaval throughout the organization as personnel moved from a position within one department to a position within another department. The ability of the department heads and employees to cope with this organizational upheaval is something for which they should be commended.

In terms of technological improvements, the Town implemented two of them in 1993. One improvement was the use of electronic voting machines at the April elections. This resulted in producing election results sooner and at less staff cost. The second improvement was installation of computers in the police cruisers. This technological improvement will allow police officers to obtain a quicker response to requests for information from data banks. Also, this will provide police officers with a secure means of communicating with one another.

As 1993 drew to a close, the Town's first computer manager was selected and a selection process for dispatchers at the Police Department was underway. These positions take the Town in a new direction in comparison to the Town's past and represent the Town responding to the environment of the 1990's in which the Town operates.

Town Counsel

In 1993, Attorney Charles J. Zaroulis, Town Counsel, has represented the Town of Tewksbury in litigation before the Middlesex Superior Court, the Land Court, and also in matters before the Appellate Tax Board, Department of Industrial Accidents, and the Alcoholic Beverages Control Commission, and the District Court of Lowell.

The Town received favorable judgments in the following cases tried in the Superior Court: Board of Selectmen v. Plannin Board and Santullo; Board of Selectmen v. Zoning Board Appeals and Santullo; Neveska v. Tewksbury; English v. Tewksbury; Tewksbury v. Capobianco; Tewksbury v. Bar v. Tewksbury v. Bettencourt; Tewksbury Convenient Store v. Tewksbury; Tewksbury v. McGlinchy; Tewksbury v. Chandler Mobil Oil Co. v. Tewksbury; Tewksbury v. Johanan; Tewksbury v. McConnell; and Pitts v. Zoning Board of Appeals. The Town received an unfavorable judgment, however, in the case of Sullivan, B. v. Tewksbury, Land Court.

In addition to court and administrative hearings, you know the Town Counsel has appeared before state agencies, prepared legal documents, contracts, deeds, easements, court pleadings, memoranda and opinions for various departments, and he has drafted by-laws, rules and regulations for boards, Town Meetings and articles, and acted as a hearing officer under civil service procedures.

Town Counsel encourages preventive law and requests that if there is a potential problem, one should communicate with Town Counsel as soon as possible to prevent any damages and litigation and in order to make town government more responsive to the safety and well-being of its citizens.

Town Counsel will continue his program of municipal law seminars, memoranda, seminars and meetings addressing important and current issues of law and interpretation of laws for the several Boards, Committees, Commissions and Departments.

I again wish to thank the Board of Selectmen, the Town Manager, the several Boards, Committees, Commissions and Departments and their officers and employees for the excellent cooperation again afforded to me during the past year.

Planning Board

The Tewksbury Planning Board is comprised of five elected members all of whom are Town residents. The Planning Board Officers for 1993 are: Chairman, Cheryl Layne Busch; Vice Chairman, Robert P. Sullivan; Clerk, Brian R. O'Connor; Members, Robert A. Fowler and Richard A. Krause.

The Tewksbury Planning Board is designated with the responsibility of reviewing all new commercial projects and all new residential subdivisions proposed for construction in Town. The Planning Board is continuously striving to insure that proposed development projects comply with all local land use regulations so as to enhance the quality of life in the Town of Tewksbury.

During 1993 several applications were submitted to the Planning Board for review. Three definitive subdivision plans were submitted for approval which will comprise a total of 36 new homes to be constructed to new roadways.

Also during 1993 the Planning Board received numerous Site Plan Special Permit applications pertaining to commercial development. Among the applications received is a proposed 130,000 square foot Wal Mart. The Wal Mart application seeks to raze the vacant Auto Mall building on Route 38 and construct a 130,000 square foot building to accommodate Wal Mart who is currently America's leading retailer. Also in late 1993 the Home Depot is scheduled to open a 120,000 square foot do it yourself retail building on the site of the former Wamesit Drive-In.

Along with growth however comes the need to improve the Town's infrastructure. The Planning Board remains deeply concerned with the Control of traffic on Route 38/Main Street. In fact the Planning Board, in a collaborative effort with the private sector and the Massachusetts Executive Office of Transportation has proposed state of the art traffic improvements to Route 38 from Pike Street to the Tewksbury Town line. Once completed and implemented the traffic improvements to Route 38 will provide improved access to our Town and also enhance safety for residents.

In the fall of 1993 the Planning staff completed updating the Town's most recent zoning bylaws, zoning map, and subdivision rules and regulations. All of these resources are available for a nominal charge at the Planning Department located in the Sughrue DPW Building, 999 Whipple Road.

The Planning Board meets bimonthly on the Second and fourth Monday of each month. All Planning Board meetings are open to the public and held in the Town Hall auditorium. The Planning Department office is open to the public weekdays from 8:30 AM to 4:30 PM.

The Chairman would like to thank the Planning Director, Sean Sullivan; Secretary, Shannon Doherty, and all of the Planning Board members for their continued efforts and dedication to the Town of Tewksbury during the past year. It is certain that the Town will benefit from the efforts of these people.

Respectfully submitted,

Cheryl Layne Busch, Chairman

Personnel Board

The Personnel Board was established in 1961. Members are appointed by the Board of Selectmen. Duties of the board are to maintain the personnel records of all town employees, update the wage schedule and classification plan and administration of the By-Law. Since the implementation of Collective Bargaining in the town, the majority of town employees are covered under Police, Police Superior Officers, Fire and Municipal Employee Contracts. The board is responsible for the positions not included in the four contracts and covered under the Personnel By-Law Wage Schedule.

Meetings are held on the second and fourth Thursdays of each month at 7:00 P.M. in the lower Town Hall and are open to the citizens.

Respectfully submitted,

Donna J. Gill, Chairman
Michael F. Skerry, Clerk
William Blakeney
H. David Perry
Joseph Roux

Dog Officer

I would like to thank all the residents who have obeyed the leash law in Tewksbury. All dogs in Tewksbury should be licensed and have all their shots. If your dog is not licensed and is picked up, it is very hard to trace the owner of the dog. Let's protect our children (from dog bites, etc.) and keep our dogs restrained.

I would like to make you aware if your dog is picked up there will be an administration fee of \$25.00 plus \$4.00 per day for board and keep, up to \$100.00, plus fines as follows:

First Offense	25.00
Second Offense	25.00
Third Offense	30.00
Fourth Offense	50.00

PLEASE HAVE YOUR DOG LICENSED AND BE SURE TO HAVE ALL THE NECESSARY SHOTS.

Walter Collins,
Dog Officer

Board of Appeals

Two new permanent members were appointed to the Board of Appeals this year, they are, Thomas Gannon and Dianna Giasullo. The Board's new alternate members are, Judy Norton and Timothy Lynch.

It has been my pleasure to continue as the Chairman of the Board of Appeals for this year. My focus has been to serve the public by assuring the Board of Appeals conducts business in conformance with all laws by which it is governed.

Following is a breakdown of the activity for the Board of Appeals:

20 Variances:	15 granted
	3 withdrawn
	2 denied
5 Variance and Special Permit Combination	5 granted
3 Special Permits	1 granted
	1 withdrawn
	1 denied
1 Party aggrieved	denied
	granted after reconsideration
1 party aggrieved and Special Permit,	withdrawn
1 variance and party aggrieved	withdrawn

1 variance, special permit, party
aggrieved

withdrawn

There was also one modification to an earlier decision.

Respectfully submitted,

Edward P. Johnson
Chairman

Conservation Commission

The Tewksbury Conservation Commission is deemed responsible for upholding the Tewksbury Wetlands Protection Act (MGL 131, Section 40). The Commission's primary goal is to protect wetland areas, related water resources and adjoining land area in the Town of Tewksbury.

During 1993, the Conservation Commission reviewed numerous applications for work proposed within the 100 foot wetland buffer zone. Each formal application necessitated that a public hearing be held after abutter's are given written notice of the time, date, and subject matter to be discussed. Once all of the input pertaining to the application is received the Commission will vote to approve or deny the request. If approved the Commission would issue an order of conditions which lists wetlands protection measures to be implemented. The main thrust of the conditions imposed is to minimize the impact on any proposed activity within the wetland area. If an applicant does not comply with all conditions imposed, the Commission has the right to issue an Enforcement Order which essentially halts all work until the issue can be satisfactorily remedied in the opinion of the Commission.

The Conservation Commission has worked tirelessly through 1993 to protect Town wetlands. With the diligence of the Conservation Commissions efforts all residents of Tewksbury will continue to have the opportunity to enjoy the Town's natural resources for many years to come.

All residents should be advised that certain activities which will occur within 100 feet of a wetland, river, brook, pond, or lake must comply with the Tewksbury Wetland Protection ByLaw. All inquiries can be directed to the Conservation Commission office located in the Sughrue DPW Building, 999 Whipple Road.

Respectfully submitted,

William D. Hallisey, Chairman
Thomas Hoar, Vice Chairman
Brian Balukonis, Clerk
Peter Peters, Member
Vincent Spada, Member
William Sharkey, Member
Robert LeBouef, Member

Central Massachusetts Mosquito Control Project

The Central Massachusetts Mosquito Control Project provides its services to twenty five cities and towns throughout Middlesex and Worcester Counties.

The project is headquartered in a modern facility located at 111 Otis Street, Northboro, MA. Tours can be arranged by calling the office in advance.

The project continues to utilize an Integrated Pest Management approach to mosquito control. This type of a program blends several methods and techniques with expertise, experience, and scientific research to provide the member communities with modern environmentally sound, cost effective mosquito control.

One of our goals this past year was to increase our public education efforts. We instituted a Mosquito Awareness Program aimed towards elementary school children and offered the program to all schools within the project. The response was tremendous. We were able to meet with many children who learned a great deal about mosquito biology, mosquito habitat, and what they and their families can do to prevent mosquitoes from breeding around their homes. The program includes a slide talk show, handouts and coloring books, samples of live mosquito larvae, and the opportunity for students and teachers to ask questions and meet members of our staff.

Due to the response from students, teachers and school administrators this program will again be offered to member communities in the spring of 1994.

The project's Water Management Programs continue to show positive results. By cleaning clogged and overgrown waterways, mosquito breeding is reduced, wetlands are restored, and water quality is improved.

Areas where mosquito larvae are found are treated with BTI mosquito larvicide to prevent their emergence. We encourage the public to notify us as to any areas they suspect could breed mosquitoes. Field crews will investigate all such sites and treat as needed.

The project strives to handle all mosquito problems with water management or larviciding but recognizes that there are times when adult mosquito spraying is the only viable solution. In such cases residential and recreational areas are treated with either handheld or pick-up truck mounted sprayers.

The project's surveillance program monitors adult mosquito and larval population density and is the backbone for prescribing various control techniques.

The project's video "Working for You" is available to anyone interested in learning more about mosquito control and the services provided by the Central Massachusetts Mosquito Control Project.

Town Clerk

TOWN STATISTICS

	1992	1993
Population	28,537	27,060
Licenses — Dogs	1,320	1,215
Sporting	960	775

FINANCIAL

1/1/93 — 12/31/93

Fees to Town Treasurer	27,802.92
Dog Fees to Treasurer	6,576.00
Sporting Licenses to State	11,596.00
Parking Fines to Town Treasurer	13,411.24
TOTAL	59,386.16

VITAL STATISTICS

	1992	1993
Births	369	366
Marriages	171	189
Deaths	236	230

Chapter 45, Section 15 of Massachusetts General Laws: The Town Clerk will furnish blanks for the return of Births to parents, householders, physicians and registered hospital medical officers applying thereof.

The Town Clerk holds office hours Monday through Friday from 8:30 A.M. to 4:30 P.M., and Tuesday Evenings from 7:00 P.M. to 8:30 P.M.

Respectfully submitted,

Elizabeth A. Carey, CMC
Town Clerk

Board of Registrars

One of the major duties of the Board of Registrars is to conduct all voter registration sessions. Registrars are responsible for the voter registration process, for maintaining voter registration records, and for submitting certain records to the Secretary of State.

There are three (3) important lists the registrars are required to prepare: the annual street list, the annual card file of registered voters, and the registered voters list.

Certification of nomination papers, petitions, town meeting articles, and applications for absentee voting are also the duty of the Registrars. Applications for voting absentee may be requested from the Office of the Town Clerk. Information about absentee voting may be obtained by phoning the Town Clerk's Office at 640-4355.

Town residents may register to vote at the Town Clerk's Office, Monday through Friday, 8:30 A.M. to 4:30 P.M. and Tuesday evenings, 7:00 P.M. to 8:30 P.M. Prior to any election or town meeting, the Board of Registrars conducts a special voter registration session; the date and time are published in advance in the local newspapers.

PRECINCT ENROLLMENT:

Precinct 1	2,210
Precinct 1A	2,363
Precinct 2	2,099
Precinct 2A	1,982
Precinct 3	2,250
Precinct 3A	1,992
Precinct 4	2,201

PARTY ENROLLMENT:

Prec.	Dem.	Rep.	United We Stand	Unenrolled	Total
1	748	258	0	1,204	2,210
1A	949	283	0	1,131	2,363
2	829	222	0	1,048	2,099
2A	751	191	1	1,039	1,982
3	908	318	0	1,024	2,250
3A	692	216	0	1,084	1,992
4	853	295	1	1,052	2,201
Total	5,730	1,783	2	7,582	15,097

Board of Registrars

Edward Creamer
Robert Hunter, Chairman
Beverly A. Bennett
Elizabeth A. Carey, Town Clerk

Respectfully submitted,

Elizabeth A. Carey, CMC
Town Clerk

Parking Clerk

A hearing on any parking violation may be obtained upon the written request of the registered owner of the vehicle, as stated on the parking violation notice.

1993 Fines collected and deposited with the Town Treasurer — \$13,411.24

Parking Ban (Overnight-Inclement Weather)

Town By-Law 12.04.280

It shall be unlawful for any vehicle, other than one acting in an emergency, to be parked on any street from 12:00 (Midnight) to 6:00 AM. This shall take effect on November First of each year and end on March Thirty-First. (A fine of \$10.00 will be imposed for a violation of this Section).

It shall be unlawful for any vehicle, other than one acting in an emergency, to be parked on any street, day or night, when it is snowing or when icy conditions exist. (A fine of \$10.00 will be imposed for a violation of this Section).

Any vehicle, other than one acting in an emergency parked, day or night, on any street in the Town, so as to interfere with the work of removing or plowing snow, removing ice, or sanding the street, may be removed or towed away, at the sole expense of the registered owner of said vehicle, under the authority and direction of the Superintendent of the Department of Public Works to a public garage or any convenient place. The Superintendent of the Department of Public Works shall within a reasonable time, notify the Chief of Police of the removal of any such vehicle and of the place to which it has been removed, and the Chief of Police shall give like notice to the registered owner of the vehicle. Vehicles so towed away shall be stored in a safe place and restored to the registered owner thereof upon proper identification and full payment, to the Town or to the Keeper of the place of storage, for the expenses incurred in such removal and storage. Inquiries, about vehicles so towed away, shall be made at the Police Station. This allows easy and uninterrupted access for the fire, police, school buses, snowplows, sanders, and other emergency vehicles.

TEMPORARY HANDICAPPED PARKING PLACARD/PERMIT. (Town By-Law)

Any motor vehicle bearing a handicapped parking permit a Temporary Handicapped Parking Placard/Permit, or a motor vehicle Registration Plate designating the vehicle as one used by a handicapped person, shall be authorized to park in a designated handicapped parking space. The Town Clerk may issue a Temporary Handicapped Parking Placard/Permit to any Tewksbury resident upon application and with a supporting letter signed by a licensed physician designating the applicant as physically handicapped. The temporary HANDICAPPED PARKING Placard/Permit shall be issued with an expiration date not to exceed 180 days from the date of issue and shall be displayed so as to be visible through the left portion of the front windshield of any vehicle parked in a designated Handicapped Parking Space. The Temporary Handicapped Parking Placard/Permit will be mutu-

ally honored by the Towns of Billerica, Chelmsford, Dracut, Tewksbury, Tyngsboro, Westford, and the City of Lowell. For further information pertaining to the Temporary Handicap Parking Permits please notify the Town Clerk's Office at 640-4355.

Respectfully submitted,

Elizabeth A. Carey, CMC
Town Clerk — Parking Clerk

Veterans' Services

OFFICE HOURS FROM MONDAY THROUGH FRIDAY
8:30 A.M. — 4:30 P.M.

Herewith is the annual report of the affairs of this office for 1993.

This department once again has been active in seeking VA Disability and Pension monies.

The Department of Veterans Services offers to the Veteran and his dependents or Widows of Veterans, services in many number of categories such as:

VA Pension Compensation	Tax Abatements
Hospitalization	Social Security Assistance
(In patient & out patient)	Disability Assistance
Drug & Alcohol Treatment	Industrial Accident Cases
Educational & Vocational	Retirement Matters
Training	Agent Orange Compensation
Burial Allowance	Medicare
Grave Markers (stone)	Certificate of Eligibility
Military Records	for first time homebuyers
Copies of Discharges (DD-214)	

We can also offer direct input to other agencies than can assist with other Social and Economic Benefits.

I would like to take this opportunity to thank all Veterans and Fraternal Organizations in our Town along with the patriotic and memorial committees for their time, efforts and contributions to the cause of Veterans and their family.

I wish to thank, David G. Cressman, Town Manager, the Board of Selectmen and other Town Departments for making this a most successful and gratifying year.

Respectfully submitted,

Cornelius J. Barry — Veterans Agent

Housing Authority

On January 4, 1993, the Tewksbury Housing Authority issued a Notice To Proceed to L.D. Russo, Inc. to start construction on 12 units of Chapter 705 Family Housing and 16 units of Special Needs Housing. Completion date for the new housing developments is expected to be early summer 1994.

The Authority has received 238 new applications for Elderly, Handicapped and Family Housing this year, and our vacancy turnover was 24 for Elderly/Handicapped units and 2 for Family units.

I would like to take this opportunity to thank the members of the Authority, Rolland J. Roy, Mary Delaney, Linda R. Brabant, and Steven Reynolds-also our Executive Director, our office staff, and our maintenance men for their services afforded to the Authority over the past year.

Louise A. Gearty
Chairman

TEWKSBURY REVOLVING FUND BALANCE SHEET AS OF 12/31/93

CASH		ASSETS	
1112	Bay Bank # 814-640-3	4,621.98	
	Total Cash		4,621.98
ACCOUNT RECEIVABLE			
1121	A/R MA 139-1 Dept 1	779.56	
1122	A/R Sect 8 Exist Dept 2	3,549.87-	
1123	A/R 400-01 Dept 03	24,879.04	
1124	A/R MRVP Dept 4	1,225.55	
1126	A/R State Mod Dept 6	5,293.00-	
1127	A/R 167-1 Dev Dept 7	9,826.64	
1128	Sect 8 Voucher Dept 8	1,631.78	
1129	Account Receivable Other		
1130	A/R 705-3 Dept 10	70,020.77-	
1132	A/R 689-1 Dev Dept 9	19,104.22	
1133	A/R 689-2 Dev Dept 11	101,984.84	
	Total Account Receivable		80,567.99
DEFERRED CHARGES			
1290	Undistributed Charges	11,852.67	
1291	Deferred Payroll		
1802	Russo Inc.	653,168.00	
1803	A/E Lane Frenchman	150,436.24	
1852	Russo Inc.	653,168.00	
1853	A/E Lane Frenchman	150,436.24-	
	Total Deferred Charges		11,852.67
	Total Assets		97,042.64

LIABILITIES**ACCOUNT PAYABLES**

2111	Account Payable Other	292.00	
2112	Retention/Russo	77,941.00	
2114	Security Dep-Pets	86.00	
2171	Federal Withholding Tax	1,574.00	
2172	State Withholding Taxes	820.64	
2173	Retirement Withheld	1,167.00	
2174	Group Insurance	90.27	
2175	Credit Union W/H	150.00	
2176	Christmas W/H	225.00	
2179	Medicare Tax Withheld	78.98	
2180	FICA Tax Withheld		
2181	Long Term Disability		
	Total Account Payables		82,424.89

DEFERRED CREDITS

2290	Undistributed Credits		
2291	Deferred Interest Income	457.07	
	Total Deferred Credits		457.07

ADVANCES TO REVOLV FUND

2401	Advance MA 139-001	5,000.00	
2402	Advance Section 8 E	575.68	
2403	Advance 400-01	8,550.00	
2404	Advance MRVP	35.00	
	Total Advances To Revolv Fund		14,160.68
	Total Liabilities		<u>97,042.64</u>

**TEWKSBURY MA 139-1 LEDGER
BALANCE SHEET
AS OF 12/31/93**

ASSETS**CASH**

1111	Bay Bank # 814-631-4	4,306.27	
1114	Security Deposit Fund		
	Total Cash		4,306.27

ACCOUNTS RECEIVABLE

1122	Tenants Acct Receivable	2,725.80	
1125	Account Receivable HUD	11,862.00	
1129	Account Receivable Other		
112901	A/R Section 8 Voucher		
	Total Account Receivable		14,587.80

ADVANCES

1155	Limited Revolving Fund	5,000.00	
	Total Advances		5,000.00

INVESTMENTS

1162	Bay Bank #5171369 M/M	42,367.17	
	Total Investments		42,367.17

DEBT AMORT. FUNDS

1177	Deposits with HUD		
	Total Debt Amort. Funds		

DEFERRED CHARGES

1210	Prepaid Insurance	1,779.83	
1211	Prepaid Retirement		
1212	Insurance Dep A/C 1211	463.00	
1290	Undistributed Charges		
	Total Deferred Charges		2,242.83

LAND STRUCTURES EQUIPMENT

1402	Devel. Cost 139-1	2,710,776.89	
1403	Devel. Cost Contra	2,710,776.89-	
1404	Land Structures Equip.	2,701,986.27	
	Total Land Structures Equip.		2,701,986.27
	Total Assets		<u>2,770,490.34</u>

LIABILITIES & SURPLUS**ACCOUNTS PAYABLE**

2111	Account Payable Vendors		
2118	Account Payable HUD		
2119	Acct Pay Revolving Fund	779.56	
	Total Accounts Payable		779.56

ACCRUED LIABILITIES

2130	Interest Pay Notes HUD		
213103	Int Pay Notes HUD	1,366,420.08	
2137	Accrued Pilot	4,704.59	
	Total Accrued Liabilities		1,371,124.67

DEFERRED CREDITS

2290	Undistributed Credits		
2311	Permanent Note HUD	2,571,581.13	
	Total Deferred Credits		2,571,581.13

SURPLUS FROM OPERATIONS

2810	Unreserved Surplus	1,791,191.56-	
2820	Operating Reserve	27,563.32	
	Total Surplus From Operations		1,763,628.24-

CUMULATIVE CONTRIBUTIONS

2840	HUD Annual Contribution	555,651.55	
2850	Cumulative Donations	702.00	
	Total Cumulative Contributions		556,353.55

CURRENT YEAR OPERATIONS

2940	Residual Rcpts, — Deficit	34,279.67	
	Total Current Year Operations		34,279.67-
	Total Surplus & Liab		<u>2,770,490.34-</u>

**TEWKSBURY MA 139-1 FEDERAL LEDGER
BALANCE SHEET
SUBSIDIARY SCHEDULE
AS OF 12/31/93**

	Current	Balance
1404	Land Structures Equipment	
140405	1405 Indirect Dev Cost	70,863.55
140440	1440 Site Acquisition	1.19

140450	1450 Site Improvements		741,463.99
140460	1460 Dwelling Structures		1,773,132.08
140465	1465.1 Dwelling Equip	315.00	28,068.27
140470	1470 Nondwell Structures		62,317.42
144751	1475.1 Office Equip		4,048.85
144752	1475.2 Maintenance Equip		7,600.49
144753	1475.3 Community Equip		840.70
144754	1475.3 Congregate Furn		2,514.73
144757	1475.7 Automotive Equip		11,135.00
	Total	315.00	2,701,986.27

**TEWKSBURY SECTION 8 EXISTING
BALANCE SHEET
AS OF 12/31/93**

ASSETS

CASH			
1111	Bay Bank # 900-397-5	<u>23,222.48</u>	
	Total Cash		23,222.48

ACCOUNT RECEIVABLE

1122	A/R Back Rent		
1125	Account Receivable HUD		
1129	Account Receivable Other		
112901	Acct Recv Mob Andover		
112999	A/R Host Mobility	<u>2,370.82</u>	
	Total Account Receivables		2,370.82

ADVANCES

1155	Limited Revolving Fund	<u>575.68</u>	
	Total Advances		575.68

DEFERRED CHARGES

1210	Prepaid Insurance	158.42	
1211	Prepaid Retirement		
1212	Insurance Dep-A/C 1211	<u>278.00</u>	
1290	Undistributed Charges		
	Total Deferred Charges		436.42

LAND STRUCTURES EQUIPMENT

147501	Office Furn. & Equipment	<u>1,093.62</u>	
	Total Land Structures Equipment		1,093.62
	Total Assets		<u>27,669.02</u>

LIABILITIES

ACCOUNTS PAYABLE

2111	Account Payable Vendors	252.00	
2118	Account Payable HUD		
2119	Acct Payable Rev. Fund	3,549.87-	
211999	A/P Mob Clear	<u>591.00</u>	
	Total Accounts Payable		2,706.87-

DEFERRED CREDITS

2210	Prepaid Annual Contrib.	102,731.00	
2215	H.A.P.'s A/C 4715	81,141.50-	
2230	Contra Admin Fee Account	8,414.83-	
2290	Undistributed Credits		
	Total Deferred Credits		13,174.67

SURPLUS FROM OPERATIONS

2810	Unreserved Surplus	1,615,124.38-	
2826	Operating Reserve	15,046.79	
2827	Project Account Unfunded	217,777.22	
2840	Cumulative HUD Contr.	<u>1,398,440.78</u>	
	Total Surplus From Operations		16,140.41

CURRENT OPERATIONS

2940	Residual Rcpts, — Deficit	<u>1,090.81</u>	
	Total Current Operations		1,090.81
	Total Surplus & Liab.		<u>27,699.02</u>

**TEWKSBURY STATE CONVENTIONAL
400-01 HOUSING
BALANCE SHEET
AS OF 12/31/93**

ASSETS

CASH			
1112	Bay Bank # 020-165-0	4,795.91	
1117	Petty Cash	<u>25.00</u>	
	Total Cash		4,820.91

ACCOUNT RECEIVABLES

1122	Tenants A/R 667-C	245.00-	
112201	Tenants A/R 705-C	<u>1,443.50</u>	
	Total Account Receivables		1,198.50

ADVANCES

1155	Revolving Fund Advance	<u>8,550.00</u>	
	Total Advances		8,550.00

INVESTMENTS

1162	M.M.D.T. # 44012870	<u>145,711.26</u>	
	Total Investments		145,711.26

DEFERRED CHARGES

1210	Prepaid Insurance	3,173.25	
1211	Prepaid Retirement		
1290	Undistributed Charges		
	Total Deferred Charges		3,173.25

DEVELOPMENT COSTS

1402	Development Cost	2,880,000.00	
1403	Less Dev Cost Liquidation	<u>171,000.00-</u>	
	Total Development Costs		2,709,000.00

INVENTORY FURN/EQUIPMENT

140410	1465.1 Dwelling Equip	49,049.00	
140471	1475.1 Mgmt Office Equip	19,807.30	
140472	1475.2 Mgmt Maint Equip	2,310.95	
140473	1475.3 Comm Rm Equip	1,221.00	
140477	1475.7 Mgmt Auto Equip	11,565.00	
1406	Completed Mod Costs	68,603.50	
1407	Closed Teller Costs	<u>12,439.00</u>	
	Total Inventory Furn/Equipment		164,995.75
	Total Assets		<u>3,037,449.67</u>

LIABILITY & SURPLUS**ACCOUNT PAYABLES**

2111	Other (Schedule 4)		
2118	EOCD Subsidy Overpymt	14,594.93	
2119	Revolving Fund	<u>24,879.04</u>	
	Total Account Payables		39,473.97

ACCRUED LIABILITIES

2137	Payment in Lieu of Taxes	<u>3,472.00</u>	
	Total Accrued Liabilities		3,472.00

DEFERRED CREDITS

2290	Undistributed Credits	<u> </u>	
	Total Deferred Credits		

FIXED LIABILITIES

2321	Grants Issued	2,709,000.00	
2324	Completed Mod Contrib.	68,603.50	
2325	Notes Issued	171,000.00	
2326	Less: Notes Retired	<u>171,000.00-</u>	
	Total Fixed Liabilities		2,777,603.50

SURPLUS

2400	Valuation of Fixed Assets	83,953.25	
2460	Gifts & Donations	12,439.00	
2560	Capital Reserve		
2590	Operating Reserve	94,094.04	
2700	Net Income (Deficit)	<u>26,413.91</u>	
	Total Surplus		<u>216,900.20</u>
	Total Liability & Surplus		<u><u>3,037,449.67</u></u>

**TEWKSBURY MASS RENTAL
VOUCHER PROGRAM
BALANCE SHEET
AS OF 12/31/93**

ASSETS**CASH**

1112	M.M.D.T. # 44048122	18.19	
1117	Petty Cash	<u> </u>	
	Total Cash		18.19

ACCOUNT RECEIVABLES

1122	Account Recv — Tenants		
1125	Acct Recv Admin Fee	4,236.19	
1129	Account Recv — Other	<u> </u>	
	Total Account Receivables		4,236.19

ADVANCES

1155	Revolving Fund Advance	<u>35.00</u>	
	Total Advances		35.00

DEFERRED CHARGES

1290	Undistributed Charges		
1404	Inventory Furn/Equipment	<u>221.61</u>	
	Total Deferred Charges		<u>221.61</u>
	Total Assets		<u><u>4,510.99</u></u>

ACCOUNT PAYABLE

2111	Acct Pay — other		
2118	Acct Pay EOCD Subsidy		
2119	Acct Pay Revolving Fund	<u>1,225.55</u>	
	Total Account Payable		1,225.55

DEFERRED LANDLORD CREDITS

2210	EOCD A/C Recd Mrvp	1,913.10	
2215	L/L Pymts Mrvp	<u>1,662.00-</u>	
	Total Deferred Landlord Credits		251.10

OTHER DEFERRED CREDITS

2240	Prepaid Tenant Rents		
2290	Undistributed Credits	<u> </u>	
	Total Other Deferred Credits		

SURPLUS

2400	Valuation of Fixed Assets	221.61	
2590	Operating Reserve	2,703.86	
2700	Net Income, — Deficit	<u>108.87</u>	
	Total Surplus		<u>3,034.34</u>
	Total Liability & Surplus		<u><u>4,510.99</u></u>

		Current	Balance
1404	Inventory Furn/Equipment		
140471	1475.1 Mgmt. Office Eq.	<u> </u>	<u>221.6</u>
	Total		221.6

**TEWKSBURY WORK PLAN MOD LEDGER
BALANCE SHEET
AS OF 12/31/93**

CASH

1112	M.M.D.T. # 44041556	<u>6,159.58</u>	
	Total Cash		6,159.58

ACCOUNTS RECEIVABLE

1129	Account Recv Other	<u> </u>	
	Total Accounts Receivable		

INVESTMENTS

1290	Undistributed Charges	<u> </u>	
	Total Investments		

Net Work Plan Costs

140112	141001 Admin Sal LHA	21,222.47	
140113	141001 Admin Sal LHA		
140212	141002 Ten Coord Contract		
140213	141002 Ten Coord Contract		
140512	141005 Accounting LHA	3,360.00	
140513	141005 Accounting LHA	1,800.00	
140612	141006 ADS Contract	2,853.13	
140613	141006 ADS Contract	515.30	
140912	141009 Benefits LHA	1,438.53	
140913	141009 Benefits LHA		
141012	141009 Benefits Contract		

141013	141009 Benefits Contract		
141912	141019 Sundry Admin LHA	125.00	
141913	141019 Sundry Admin LHA	466.79	
142012	141019 Sundry Admin Cont	904.54	
142013	141019 Sundry Admin Cont		
142612	142006 Misc Inc Contract	239.95-	
142613	142006 Misc Income Cont	120.00-	
142712	142007 Interest Contract	34,672.29-	
142713	142007 Interest Contract	370.46-	
143012	Morgenroth Arch	6,450.00	
143013	A/E Morgenroth	30,895.64	
143112	Kaminski Arch.	11,860.00	
143212	A/E Kimball Fire Alarm	5,850.00	
143612	143002 Arch Reimb Contr	11,798.56	
143613	143002 Arch Reimb Contr	26,779.73	
143712	143007 Clerk Contract		
143713	143007 Clerk Contract	17,490.97	
145012	145001 Work Item #1		
145013	Gas Contamination 145213	9,924.64	
145112	W/P 12 Paving Middlesex	14,355.20	
145212	Jesco Construction	66,170.00	
145213	Hartnett/Sewer	340,455.57	
145412	Bay State/Roofs	123,850.00	
145512	Hall Septic Repair #96	689.70	
145612	Metro/Fire Alarm/#5	29,224.00	
146512	146501 Ranges/Refrigs		
146513	146501 Ranges/Refrigs		
147512	147501 Office Equip LHA	6,164.80	
147513	147501 Office Equip LHA		
149112	1491 Operating Resv		
149113	1491 Operating Reserve		
149212	1492 Capital Reserve		
149213	1492 Capital Reserve		
149812	1498 Other Funds		
149813	1498 Other Funds	75,000.00-	
	Total Net Work Plan Costs		624,241.87

CONTRACT AWARDS

1801	Metropolitan Corp		
1802	Engineer Morgenroth		
1803	Kaminski Arch.		
1804	Morgenroth #2	3,734.20	
1805	A/E Kimball Fire Alarm		
1806	Jesco Painting/Trim		
1807	Bay State/Roofs		
1808	Hartnett/Sewer	37,775.00	
	Total Contract Awards		41,509.20

CONTRACT AWARD CONTRA

1851	Metropolitan Corp.		
1852	Engineer Morgenroth		
1853	Kaminski Arch.		
1854	Morgenroth #2	3,734.20-	
1855	A/E Kimball Fire Alarm		
1856	Jesco Painting/Trim		
1857	Bay State/Roofs		
1858	Hartnett/Sewer	37,775.00-	
	Total Contract Award Contra		41,509.20-

LIABILITIES AND CAPITAL

ACCOUNTS PAYABLE

2111	Account Pay Other		
2119	Revolving Fund	5,293.00-	
	Total Accounts Payable		5,293.00-

A/P CONTRACT RETENTIONS

221312	Metropolitan Corp		
221313	Retention/Hartnett	14,139.00	
221412	Bay State/Roofs		
	Total A/P Contract Retentions		14,139.00

UNDISTRIBUTED CREDITS

2290	Undistributed Credits		
	Total Undistributed Credits		

MOD WORK PLAN GRANTS

290012	W/P 1002 667-C Dept 12		
290013	W/P 1003 667-C Dept 13		
290112	Parking	15,979.18	
290113	Sewer	28,000.00	
290212	Facilities & Gutters	66,170.00	
290213	Sewer/Sidewalks	293,900.00	
290312	Water Heaters		
290412	Roofing	123,850.00	
290512	Fire Alarm A/C 145612	29,224.00	
290513	Soil Removal	9,524.64	
299512	Contingencies		
299612	Reimb/Contract Admin	1,546.10	
299712	A/E Fees	26,650.00	
299713	A/E Morgenroth	61,245.65	
299812	LHA Admin	31,935.00	
299813	Admin Fees	1,800.00	
299912	Return to EOCD Grants	21,338.62-	
299913	Return to EOCD Grants	46,930.50-	
	Total Mod Work Plan Grants		621,555.45
	Total Liab and Grants		630,401.45

TEWKSBURY 167-1 DMH DEVELOPMENT BALANCE SHEET AS OF 12/31/93

ASSETS

CASH

1112	M.M.D.T. #44041564	138.50	
	Total Cash		138.50

ACCOUNT RECEIVABLE

1129	Other Account Recv		
112901	Acct Recv 689-1	864.83-	
112902	Acct Recv 689-2	1,694.83-	
112903	Acct Recv 705-3	7,869.22	
	Total Account Receivable		5,309.56

ADVANCES

1155	Revolving Fund Advance		
	Total Advances		

DEFERRED CHARGES

1210	Prepaid Insurance	
1211	Prepaid Retirement	
1290	Undistributed Charges	
	Total Deferred Charges	

DEVELOPMENT COSTS

140402	Dev. 147501 Office Eq.	226.40	
1405	Dev Inventory Contra	226.40-	
1409	Development Costs	<u>322,784.27</u>	
	Total Development Costs		322,784.27

UNCOMPLETED CONTRACTS

1801	Lane, Frenchman & Assoc	<u>104,886.00</u>	
	Total Uncompleted Contracts		104,886.00

CONTRACT AWARD REGISTER

1851	Lane, Frenchman & Assoc	<u>104,886.00-</u>	
	Total Contract Award Register		<u>104,886.00-</u>
	Total Assets		328,232.33

LIABILITY & SURPLUS**ACCOUNT PAYABLE**

2111	Other (Schedule 4)		
2112	Contract Retention		
2119	Revolving Fund	<u>9,826.64</u>	
	Total Account Payable		9,826.64

DEFERRED CREDITS

2290	Undistributed Credits		
	Total Deferred Credits		

FIXED LIABILITIES

2320	Grants Issued	<u>318,405.69</u>	
	Total Fixed Liabilities		318,405.69

SURPLUS

2400	Valuation Fixed Assets		
2460	Gifts & Donations		
2560	Capital Reserve		
2590	Operating Reserve		
2700	Net Income (Deficit)		
	Total Surplus		
	Total Liability & Surplus		<u>328,232.33</u>

TEWKSBURY 167-1 DMH DEVELOPMENT**BALANCE SHEET****SUBSIDIARY SCHEDULE****AS OF 12/31/93**

	Current	Balance
1409	Development Costs	
141001	Exec Director Salary	255.00
141002	Other Salaries	7,217.69
141003	Development Consultant	
141005	Accounting/Audit Fees	165.00
		1,142.50

141006	Advertising Costs		1,036.21
141009	Employee Benefits		606.67
141010	Travel		4.94
141011	Insurance		119.31
141012	Ground Breakin/Dedication		
141013	Office Supplies/Equip		226.40
141014	Legal-Basic Service		1,667.05
141015	Legal-Extra Services		90.00
141019	Other Admin Costs	141016	731.27
142007	Interest Income	2.03-	4,485.29-
142008	Other Income		
143001	Architect Fee (Basic)	5,689.12	34,265.74
143002	Extra Architect Fees	66.00	2,998.02
143005	Printing & Bidding		
143006	Special Constr. Invest		
143007	Clerk of Works	5,581.91	7,808.29
143008	Measured Drawings		
143009	Construction Testing		609.41
143010	Other Consulting Fees		
143015	Cost Estimate		
143016	A/E Reimbursables		
143019	Other Costs		27.41
144001	Land/Building Purchase		
144002	Building Maintenance		
144003	Accrued Taxes		
144004	Appraisal Fees		
144005	Recording Fees		93.12
144006	Relocation Fees		
144007	Site Search Consultant		
144008	Other Site Acquisition		
144501	Surveys		1,216.00
144502	Boring & Test Pits		1,587.30
144503	Consultant 21E		
144504	Remediation 21E		
144505	Asbestos Consultant		
144506	Asbestos Removal		
144507	Lead Paint Consultant		
144508	Lead Paint Removal		
144509	Wetlands Consultant		
144510	Other Site Dev Costs		
145001	Construction Contract	161,684.62	264,998.85
145002	Constr Change Orders		
145003	Permit Fees		
145004	Demolition		
145009	Contract by Others		568.34
145010	Other Constr Costs		
146501	Ranges & Refrigerators		
147501	Office Furnishings		
147502	Maintenance Equipment		
147503	Comm. Room Equip 667		
147504	Congregate 667 Furn		
147505	Info Systems Equip		
147507	Automotive Equipment		
149000	EOCD Close Out Costs		
	Total	<u>173,184.62</u>	<u>322,784.27</u>

**TEWKSBURY SECTION 8 VOUCHER
BALANCE SHEET
AS OF 12/31/93**

ASSETS

CASH

1111	Bay Bank # 1133-513-6	<u>31,573.97</u>	
	Total Cash		31,573.97

ACCOUNT RECEIVABLES

1122	A/R Back Rents		
1125	Account Receivable HUD		
1129	Account Receivable Other	252.00	
112901	A/R Mob-Somerville		
112902	A/R Mob-N. Andover		
112903	A/R Mob-Gloucester		
112904	A/R Mob-Lowell		
112999	A/R Host Mobility	<u>2,909.09</u>	
	Total Account Receivables		3,161.09

DEFERRED CHARGES

1210	Prepaid Insurance	324.69	
1211	Prepaid Retirement		
1212	Insurance Dep-A/C 1211	509.00	
1290	Undistributed Charges		
	Total Deferred Charges		833.69

LAND STRUCTURES EQUIPMENT

147501	Office Equipment	<u>385.00</u>	
	Total Land Structures Equipment		<u>385.00</u>
	Total Assets		<u>35,953.75</u>

LIABILITIES

ACCOUNTS PAYABLE

2118	Account Payable HUD		
2119	Acct Pay Revolving Fund	1,631.78	
211901	Acct Pay MA 139-1		
211999	A/P Mob Clear A/C		
	Total Accounts Payable		1,631.78

DEFERRED CREDITS

2210	Prepaid Annual Contrib.	183,872.00	
2215	Haps A/C #4715	149,620.28-	
2220	Cumulative Earned Contrib		
2230	Contra Admin Fee Account	14,523.80-	
2290	Undistributed Credits		
	Total Deferred Credits		19,727.92

SURPLUS FROM OPERATIONS

2810	Unreserved Surplus	1,761,427.00-	
2826	Operating Reserve	11,849.10	
2827	Project Account Unfunded	74,424.21	
282701	Project Acct-Fee	4,179.63	
2840	Cumulative HUD Contrib.	1,683,208.16	
	Total Surplus From Operations		12,234.10

CURRENT OPERATIONS

2940	Residual Rcpts, — Deficit	<u>2,359.95</u>	
	Total Current Operations		<u>2,359.95</u>
	Total Surplus & Liab.		<u>35,953.75</u>

**TEWKSBURY 705-3 DEVELOPMENT LEDGER
BALANCE SHEET
AS OF 12/31/93**

ASSETS

CASH

1112	M.M.D.T. #44229383	<u>2,614.10</u>	
	Total Cash		2,614.10

ACCOUNT RECEIVABLE

1129	Other Account Recv		
	Total Account Receivable		

ADVANCES

1155	Revolving Fund Advance		
	Total Advances		

DEFERRED CHARGES

1210	Prepaid Insurance		
1211	Prepaid Retirement		
1290	Undistributed Charges		
	Total Deferred Charges		

DEVELOPMENT COSTS

1402	Development Costs	<u>803,281.37</u>	
	Total Development Costs		<u>803,281.37</u>
	Total Assets		<u>805,895.47</u>

LIABILITY & SURPLUS

ACCOUNT PAYABLE

2111	Other (Schedule 4)		
2112	Contract Retention		
2119	Revolving Fund	70,020.77-	
211999	A/P 167-1	<u>7,869.22</u>	
	Total Account Payable		62,151.55-

DEFERRED CREDITS

2290	Undistributed Credits		
	Total Deferred Credits		

FIXED LIABILITIES

2320	Grants Issued	<u>868,047.02</u>	
	Total Fixed Liabilities		868,047.02

SURPLUS

2400	Valuation Fixed Assets		
2560	Capital Reserve		
2590	Operating Reserve		
2700	Net Income (Deficit)		
	Total Surplus		
	Total Liability & Surplus		<u>805,895.47</u>

	Current	Balance
1402 Development Costs		
141001 Exec Director Salary		735.00
141002 Other Salaries		11,343.92
141003 Development Consultant		
141004 Legal Fees		
141005 Accounting/Audit Fees	165.00	1,549.08
141006 Advertising Costs		525.23
141009 Employee Benefits		841.73
141010 Travel		26.02
141011 Insurance		439.75
141012 Ground Breakin/Dedication		
141013 Office Supplies/Equip		
141014 Legal-Basic Service		281.43
141015 Legal-Extra Services		
141019 Other Admin Costs 141016		1,008.00
142007 Interest Income	38.29-	4,313.07-
142008 Other Income		
143001 Architect Fee (Basic)	16,396.40	64,451.81
143002 Extra Architect Fees	187.00	8,036.91
143003 Surveys		
143004 Boring & Test Pits		
143005 Printing & Bidding		
143006 Special Constr. Invest		
143007 Clerk of Works	16,090.42	22,507.68
143008 Measured Drawings		
143009 Construction Testing		1,756.55
143010 Other Consulting Fees		
143015 Cost Estimate		
143016 A/E Reimbursables		
143019 Other Costs		41.25
144001 Land/Building Purchase		
144002 Building Maintenance		
144003 Accrued Taxes		
144004 Appraisal Fees		
144005 Recording Fees		
144006 Relocation Fees		
144007 Site Search Consultant		
144008 Other Site Acquisitions		
144501 Surveys		6,797.97
144502 Boring & Test Pits		2,388.10
144503 Consultant 21E		
144504 Remediation 21E		
144505 Asbestos Consultant		
144506 Asbestos Removal		
144507 Lead Paint Consultant		
144508 Lead Paint Removal		
144509 Wetlands Consultant		
144510 Other Site Dev Costs		
145001 Construction Contract	466,032.14	682,899.05
145002 Constr Change Orders		
145003 Permit Fees		
145004 Demolition		
145009 Contract by Others		1,638.20
145010 Other Constr Costs	326.76	326.76
146501 Ranges & Refrigerators		

147501 Office Furnishings		
147502 Maintenance Equipment		
147503 Community Rm Eq 667		
147504 Congregate 667 Furn		
147505 Info Systems Equip		
147507 Automotive Equipment		
149000 EOCD Close Out Costs		
Total	499,159.43	803,281.37

**TEWKSBURY 689-1 GERRY DEVELOPMENT
BALANCE SHEET
AS OF 12/31/93**

ASSETS

CASH

1112 M.M.D.T. #44223469	257.05	
Total Cash		257.05

DEVELOPMENT COSTS

1402 Development Costs	323,110.19	
Total Development Costs		323,110.19
Total Assets		323,367.24

LIABILITY & SURPLUS

ACCOUNT PAYABLE

2112 Contract Retention		
2119 Revolving Fund	19,104.22	
211999 A/P 167-1	864.83-	
Total Account Payable		18,239.39

FIXED LIABILITIES

2320 Grants Issued	303,105.33	
Total Fixed Liabilities		303,105.33

SURPLUS

2460 Gifts & Donations	2,022.52	
Total Surplus		2,022.52
Total Liability & Surplus		323,367.24

**TEWKSBURY 689-1 GERRY DEVELOPMENT
BALANCE SHEET
SUBSIDIARY SCHEDULE
AS OF 12/31/93**

	Current	Balance
1402 Development Costs		
141001 Exec Director Salary		255.00
141002 Other Salaries	1,133.26	6,262.45
141003 Development Consultant		
141004 Legal Fees		
141005 Accounting/Audit Fees	165.00	822.50
141006 Advertising Costs		43.25
141009 Employee Benefits	16.40	257.02
141010 Travel		13.74
141011 Insurance		201.00
141012 Ground Breakin/Dedication		

141013	Office Supplies/Equip		
141014	Legal-Basic Service	187.06	
141015	Legal-Extra Services		
141019	Other Admin Costs 141016	474.27	
142007	Interest Income	3.76-	1,672.57-
142008	Other Income		
143001	Architect Fee (Basic)	5,689.12	34,266.73
143002	Extra Architect Fees	66.00	2,998.02
143003	Surveys		
143004	Boring & Test Pits		
143005	Printing & Bidding		
143006	Special Constr. Invest		
143007	Clerk of Works	5,581.91	7,066.55
143008	Measured Drawings		
143009	Construction Testing		609.41
143010	Other Consulting Fees		
143015	Cost Estimate		
143016	A/E Reimbursables		
143019	Other Costs		27.41
144001	Land/Building Purchase		
144002	Building Maintenance		
144003	Accrued Taxes		
144004	Appraisal Fees		
144005	Recording Fees		
144006	Relocation Fees		
144007	Site Search Consultant		
144008	Other Site Acquisition		
144501	Surveys		2,121.28
144502	Boring & Test Pits		1,587.30
144503	Consultant 21E		
144504	Remediation 21E		
144505	Asbestos Consultant		
144506	Asbestos Removal		
144507	Lead Paint Consultant		
144508	Lead Paint Removal		
144509	Wetlands Consultant		
144510	Other Site Dev Costs		
145001	Construction Contract	161,684.62	264,998.89
145002	Constr Change Orders		
145003	Permit Fees		
145004	Demolition		
145009	Contract by Others		568.34
145010	Other Constr Costs		
146501	Ranges & Refrigerators		
147501	Office Furnishings		
147502	Maintenance Equipment		
147503	Community Rm Eq 667		
147504	Congregate 667 Furn		2,022.52
147505	Info Systems Equipment		
147507	Automotive Equipment		
149000	EOCD Close Out Costs		
	Total	<u>174,332.55</u>	<u>323,110.19</u>

**TEWKSBURY 689-2 DMR DEVELOPMENT
BALANCE SHEET
AS OF 12/31/93**

ASSETS

CASH		
1112	M.M.D.T. #44223550	<u>398.25</u>
	Total Cash	398.25

DEVELOPMENT COSTS

1402	Development Costs	<u>400,840.03</u>	
	Total Development Costs		<u>400,840.03</u>
	Total Assets		<u>401,238.28</u>

LIABILITY & SURPLUS

ACCOUNT PAYABLE

2112	Contract Retention		
2119	Revolving Fund	101,984.84	
211999	A/P 167-1	<u>1,694.83-</u>	
	Total Account Payable		100,290.01

FIXED LIABILITIES

2320	Grants Issued	<u>300,948.27</u>	
	Total Fixed Liabilities		300,948.27

SURPLUS

2460	Gifts & Donations		
	Total Surplus		
	Total Liability & Surplus		<u>401,238.28</u>

**TEWKSBURY 689-2 DMR DEVELOPMENT
BALANCE SHEET
SUBSIDIARY SCHEDULE
AS OF 12/31/93**

		Current	Balance
1402	Development Costs		
141001	Exec Director Salary		255.00
141002	Other Salaries		5,129.00
141003	Development Consultant		
141004	Legal Fees		
141005	Accounting/Audit Fees	165.00	743.54
141006	Advertising Costs		43.25
141009	Employee Benefits		240.40
141010	Travel		12.69
141011	Insurance		195.89
141012	Ground Breakin/Dedication		
141013	Office Supplies/Equip		
141014	Legal-Basic Service		187.06
141015	Legal-Extra Services		
141019	Other Admin Costs 141016		471.16
142007	Interest Income	5.84-	1,439.63-
142008	Other Income		
143001	Architect Fee (Basic)	5,689.12	34,266.73
143002	Extra Architect Fees	66.00	2,998.02
143003	Surveys		
143004	Boring & Test Pits		
143005	Printing & Bidding		
143006	Special Constr. Invest		
143007	Clerk of Works	5,581.91	7,808.29
143008	Measured Drawings		
143009	Construction Testing		609.41
143010	Other Consulting Fees		
143015	Cost Estimate		
143016	A/E Reimbursables		

143019	Other Costs	27.41	144509	Wetlands Consultant		
144001	Land/Building Purchase		144510	Other Site Dev Costs		
144002	Building Maintenance		145001	Construction Contract	161,684.62	345,920.17
144003	Accrued Taxes		145002	Constr Change Orders		
144004	Appraisal Fees		145003	Permit Fees		
144005	Recording Fees		145004	Demolition		
144006	Relocation Fees		145009	Contract by Others		568.34
144007	Site Search Consultant		145010	Other Constr Costs		
144008	Other Site Acquisition		146501	Ranges & Refrigerators		
144501	Surveys	1,216.00	147501	Office Furnishings		
144502	Boring & Test Pits	1,587.30	147502	Maintenance Equipment		
144503	Consultant 21E		147503	Community Rm Eq 667		
144504	Remediation 21E		147504	Congregate 667 Furn		
144505	Asbestos Consultant		147505	Info Systems Equip		
144506	Asbestos Removal		147507	Automotive Equipment		
144507	Lead Paint Consultant		149000	EOCD Close Out Costs		
144508	Lead Paint Removal			Total	<u>173,180.81</u>	<u>400,840.03</u>

COMMUNITY ACTIVITIES

Library Trustees

Council on Aging

Recreation Department

Comparative Analysis of Public Libraries

	Population 1990	Municipal Appropriation (per capita)	F.T.E. *	No. of Full-Time Staff	No. of Part-Time Staff	Certified Librarians (Master's Degree)	Hours Open (Weekly) Winter/ Summer
Tewksbury	27,266	7.41	6.4	2	5	1	64 / 56
Andover	29,151	33.09	29.6	9	45	16	68 / 57
Bedford	12,996	36.30	14.1	7	16	7	67 / 64
Billerica	37,609	10.18	11.8	6	10	5	64 / 56
Burlington	23,302	21.07	14.2	6	16	4	63 / 52
Chelmsford	32,393	18.67	21.1	10	24	5	64 / 64
Concord	17,076	48.50	26.8	14	28	11	68 / 57
Dracut	25,594	8.80	7.3	7	1	2	44 / 44
Lexington	28,974	40.04	41.8	24	44	12	70 / 66
North Andover	22,792	13.26	8.7	4	10	2	50 / 40
North Reading	12,002	12.72	6.8	3	7	4	35 / 34
Reading	22,539	20.67	17.2	6	23	9	59 / 52
Westford	16,392	30.70	15.9	5	21	7	50 / 41
Wilmington	17,651	19.44	10.4	7	9	4	56 / 48
Woburn	35,943	12.87	15.5	12	5	7	65 / 50

* F.T.E.—Full-time equivalency is calculated by adding the total hours worked in an average week by both full-time and part-time and dividing the sum by the standard work-week.

(Chart based on FY 92 data—Mass. B.L.C.)

Library Trustees

The members of the Board of Library Trustees invite local residents to attend the monthly meetings of the Board, which are held on the second Monday of each month in the Library's Conference Room. At these meetings, the six elected trustees deal with policies and goals for the library.

While the library trustees are keenly aware of, and deeply concerned about, the continuing fiscal difficulties on the local level as well as the state level, we feel that it is our role, as trustees,

to continue to lobby for an increased municipal appropriation, a larger staff, and expanded physical facilities. These items will not come without sacrifice, yet they must inevitably come as the trustees strive to attain the highest level of quality library service on behalf of the Town's residents. We will continue to propose well-founded requests for larger appropriations, to seek grant funding where available, to lobby state officials for an equitable distribution of state aid which recognizes local circumstances, and to bring the library's message to the public as a whole.

One of the most important responsibilities of the library trustees is the administration of the Fairgrieve Fund. This endowment was left to the Town of Tewksbury by Mrs. Ethel (Fairgrieve) Jackson for the purpose of providing a library

facility. From time to time, the library trustees have found it necessary to use the fund to make capital expenditures for the present facility. This has been done with the full intent of preserving the principal for future building needs. The major portion of the trust fund must be conserved for its original intent: the provision of an adequate library facility to serve the Town and its residents.

The trustees firmly believe that long-range planning is the best way to protect the town's investment in a capital project such as is envisioned for the library. The library trustees and Library Director have undertaken a study of the library and its role in the community. We also continue to explore various cost-effective alternatives to provide the expanded physical facilities which the public library so desperately needs.

The trustees have voted to use the Fairgrieve Fund for an expanded facility, and hope to receive grant funding from federal, state and local sources also. In conjunction with the Friends of the Library, the Trustees will be soliciting contributions from the community to defray the costs of furnishing the facility. Use of the library continues to increase as more residents come to realize the value of this resource within our town. The expansion of the library's physical facilities is an ambitious project which will benefit all residents of the town.

Circulation of library materials has risen steadily as an increasing number of residents begin to use our library. Historically, libraries have always seen increased usage when the general economy is in decline, as individuals find it prohibitively expensive to purchase books and magazines. With the automated circulation system which has been in use since 1988, we are better able to utilize the resources we have and to quickly and easily borrow materials from neighboring libraries. Usage of the Inter-Library Loan service continues to increase as our staff members borrow requested materials from other sources to supplement Tewksbury's collections. Total circulation of all library materials—books, magazines, music albums, books on audio-cassettes, video-cassettes, and materials borrowed from other libraries—surpassed 105,768 transactions in 1993, a record-breaking year in terms of how well-used our public library is.

The Library's municipal appropriation for fiscal year 1993 was \$241,583.00. Of this amount, \$25,829.00 was derived from the Commonwealth under the Library Incentive Grant program. This state aid, accounting for 10.7% of the annual budget, is used to decrease the amount of support from the local tax base. The amount expended for books, magazines, and related materials was \$36,000.00 in fiscal year 1993, a small but welcomed increase over the previous year, reflecting the increased costs for new materials. Books and magazine subscriptions continue to rise at a faster rate than the cost of most other consumer products. Tewksbury's public library still has one of the lowest per capital municipal appropriations in the Merrimack Valley. In FY 93, this annual per capital amount was \$8.46. For the cost of one pizza, each Tewksbury resident receives in return access to two million books. In order to maintain eligibility for participation in state aid programs and eligibility for grants, the library continues to meet specified state minimum standards and requirements, such as the percentage of the total budget allocated to books, the educational

qualifications and professional certification of the Library Director, and the number of hours which the library is opened to the public each week.

Our public library is a member of the Merrimack Valley Library Consortium, which consists of twenty-five neighboring town libraries. The Tewksbury Public Library issues library cards which can be used throughout the Merrimack Valley. The automation system enables our library to have access via computer terminals to materials held in other member libraries. During FY 93, the sum of \$5,000.00 was collected as overdue fines and other penalties. The fines collected are returned to the Town's general treasury, and do not directly benefit the library. Library staff members have found that the prompt issuing of overdue notices by the automated system has done much to encourage patrons to return their books on time. This increases the number of books available at any one time and benefits the library user.

The Library is working with the same size staff in 1993 as it did in 1968 when the present building was first opened, despite a tremendous increase in the rate of circulation of books and the wide variety of programs and services currently being offered. Additional staff members are needed if the library is to continue to provide services to a growing community. Service to the public is maintained at its current high standard only through the extraordinary efforts and dedication of the library staff members. Tewksbury's ratio of library staff members to total population is one of the lowest in the state for our population grouping. The need for increased man-hours is quickly reaching a state of crisis. While many individuals are calling for a general down-sizing of the public work force, the library trustees feel that the library's staff must be increased if the current level of service to the public and schedule of daily hours is to be maintained.

The public library is open a wide variety of hours, during the morning, afternoon and evening, on weekdays, and also on Saturday during the school year in order to allow residents ample time to make use of this valuable resource to our community. The library serves all age groups, providing books and other materials to meet the educational, information, and recreational needs of its users.

The library is heavily used by students from the elementary grades through college, for both curriculum-related assignments and leisure reading. With advance notice from teachers, the Library's staff members attempt to gather materials from various sources in sufficient quantities to supply materials to large groups of students. We would like to express our gratitude to those teachers who consistently give us advanced notice for their assignments.

One of the library's most used services is the preschool story hour program which includes four groups each week. These sessions are run on a six weeks cycle and are designed for children ages three to five years. Registration is held at regular intervals throughout the year.

The library offers a variety of programs for elementary grade children during the summer, including special presentations, craft programs, and a summer reading program. The summer reading program emphasizes the importance of reading

and encourages children to maintain their reading skills throughout the vacation period. Children who participate in the summer reading program receive certificates of achievement. All children's programming at the library is coordinated by Mrs. Moore. The success of our many programs is due to the efforts of many dedicated volunteers. We appreciate their efforts. We are frequently asked to expand the number and variety of programs offered to children. We do hope residents understand that expansion of children's programs is impossible in light of the severe under-staffing at the library.

Through its museum membership program, the Library makes available to its users family passes to the Boston Museum of Fine Arts, the Museum of Science, the Children's Museum in Boston, the New England Aquarium, and the Discovery Museum in Acton. These passes provide free admission into the museum. The passes are loaned for one day use and may be reserved in advance. The Friends of the Library sponsor various fund-raising events each year in order to purchase the museum passes. Currently, these annual memberships cost the Friends \$1,700.00; no tax money is used to support this program, and donations from the families who use them are always appreciated.

The Friends also purchase publicity supplies for the library and subsidize other library expenditures, including materials for the summer craft programs for children.

In 1993, several donations were received in memory of local residents. The library trustees wish to express their sincere appreciation to the families who have designated the library as the recipient of memorial donations. Residents may designate memorial contributions for the Library's Building Fund, or for the purchase of books.

The trustees would like to thank Joel Deputat of the Tewksbury Funeral Home for his contributions in expanding the library's list of magazine subscriptions. Another Tewksbury benefactor has donated a two year subscription to the Value Line Investment Service. The Tewksbury Lions Club has donated another \$1,000.00 toward the development of the books-on-tape collection they initiated at the library two years ago.

The trustees greatly appreciate the efforts of our Library Director and staff, who implement our policies and who are ultimately responsible for the actual delivery of an changes in library services. The trustees would like to take this opportunity to thank members of the library staff for their conscientious service during the year. The staff includes two full-time employees, Library Director Elisabeth Desmarais and Assistant Director Fran Moore; and four permanent part-time employees: Mary Gaffney, Elinor Haines, Mary Kutcher, and Mary McLaughlin. The Library's part-time custodian is Joyce Salvato, who works tirelessly to keep the building clean. We would also like to thank the D.P.W. employees who care for the library grounds and assist with various other tasks. Temporary employee Joanne Toppin fills in when regular staff members are absent. Barbara Sullivan serves as secretary to the library trustees and transcribes minutes of their meetings. We also would like to thank Lorraine Gerry, Edna Smith, and Donna Maksian for their weekly volunteer work at the library.

The Library is open to the public during the following hours:

Monday thru Thursday 9 a.m. until 9 p.m.

Friday and Saturday 9 a.m. until 5 p.m.

The library trustees invite the Town's residents to visit the public library and to make use of its collections, services and special programs.

Library Trustees

Marjorie Conlon, Chairman

Nancy M. Boyle

Donna G. Haines

Carol A. Hazel

Maureen P. Kelley

M. Eileen McDonagh

Council on Aging

As the Council on Aging reflects on 1993 and the continuance of yet another challenging year, it takes satisfaction in reporting that the year was productive and successful in so many ways.

One of the most important roles played by the Council on Aging is that of a liaison, connecting the ever growing elderly population with resources and supportive services. During the year a recorded 13,412 telephone calls were received at the Senior Center; and, the average daily participation was that of approximately 95 people per day.

The Council on Aging is working with the same size staff as it did in 1979 when the Senior Center opened, despite the increase in the rate of services rendered. Additional staff is needed if the Council on Aging is to continue to provide services to one of the fastest growing populations. Fortunately, service to the community and the elderly is maintained at its high quality through the efforts of Council on Aging members, the Coordinator of Elder Affairs and Senior Citizens who rendered over 14,000 volunteer hours this past year.

The combined efforts of the Council on Aging and participating Town Departments and Regional Agencies on Aging have produced the following units of service: health/1,576; congregate meals/15,152; meals on wheels/5,875; assistance with taxes and insurance matters/187; instructions and education/3,655; supportive gatherings/221; and, cultural and recreational/7,530.

During 1993, volunteers Mammie Burke and Angela Callahan began holding a Diabetes Support Group at the Senior Center which is held on the second and fourth Tuesday evenings of each month from 7:00 to 8:30 p.m. On the same evening, Director of the Greater Lowell Alzheimer's Association, Mary Jo Austin, conducts an Alzheimer's Support Group. Both groups are well attended; and, the public is welcome as well as encouraged to attend these meetings.

A grant award received from Elder Services of the Merrimack Valley (ESMV) supported an ASL sign language course held by the Council on Aging in 1993.

In 1993 the Council on Aging began the SHINE Program in Tewksbury under the auspices of ESMV. After completing an intensive training course administered by the Executive Office of Elder Affairs, local Senior residents, Bernard Shea and Herbert vanHogezand, became certified SHINE Volunteers. SHINE Volunteers are available at the Senior Center on Tuesday and Thursday mornings from 10:00 a.m. to 12:00 noon to help the elderly with insurance matters, form filing and other persisting problems.

Intergenerational programs at the Senior Center flourished as our Seniors continued their interactions with Mrs. Mary Lou Morris's third grade class at the Dewing School. With great enthusiasm, the KAST Program (Kids and Seniors Together) began this past fall at the Heath Brook School with the help of faculty member, Pauline King, and PAC member, Linda Mayer. In the coming year, plans are underway to begin a program at the Trahan School. The Council has also continued its involvement with the Scouting troops of Tewksbury.

A favorite activity of the Senior Citizens is their participation in the Memorial Day Parade. This past year our Seniors produced not one but two great floats for the parade and had a sizable marching force. Patriotism is abundant among the Senior Citizens who so love to display their love for their Country. This year the Senior floats featured a replica of the Vietnam War Memorial and entertainment by Larry and Susan Gilbert (D.J. America) which added a special flare to the event.

Although our Seniors were disappointed that Annual Town Homecoming Weekend Festivities did not take place this year, they were very pleased to be part of the Fourth of July Activities at Livingston Field; and, commend the Town Patriotic Activities Committee for its dedication and commitment to the Town's people.

In 1993 the Seniors held their very first Senior Citizen's Art Exhibit at the Senior Center which displayed the works of local Senior artisans and their instructor, Eileen Griffin. A wonderful turnout was experienced; and, classes saw an increase in enrollments.

The Senior Citizens through the Friends of the Elderly began Sunday Breakfast Events on a bimonthly basis beginning in February of 1993. Through the efforts of these breakfast events, yard sales, craft fairs, individual donations and a large contribution from the Golden Age Club and the Crafts Class, the

Council on Aging and Seniors were able to renovate the Senior Center by siding the building...a project initiated by the Seniors themselves.

In April of 1993, the Council on Aging took great pleasure and honor in announcing that one of its long standing members Hetta Thompson, was among the first 10 recipients of Governor Weld's Silver Dove (Devoted, Outstanding Volunteer to Elders) Award...the highest tribute the Commonwealth bestows on those serving Massachusetts elders. Mrs. Thompson and her fellow recipients were recognized statewide for volunteer services considered to be "above and beyond the call of duty".

There are many valuable and special volunteers and participants who frequent the Senior Center...and, although it is never easy to lose the essence of their being through death, we here at the Senior Center experience sadness at each loss.

Council member, Ruth McDermott, passed away during 1993. Mrs. McDermott was a long time member of the Council and was very active in other Town and charitable organizations.

The Council also grieved the loss of Council member Denis DeDeo. Mr. DeDeo, too, was a long time member of the Council on Aging as well as friend to all. Mr. DeDeo was very active in the elderly network holding positions in many organizations. He was known to coin the phrase "recycled teenager" when referring to his exercise students. Mr. DeDeo will long be remembered for his smile and his concern for his fellow Senior Citizens.

The Council on Aging continues to carry on the aspirations and dreams of many of its departed elderly. Its goals are to continue programs and activities for its mobile Seniors; improve and expand its contact and service units to those frail and homebound elderly; and, to do its very best in making the Tewksbury Senior Center a most productive and resourceful center servicing not only the elderly but all Town residents.

Respectfully submitted,

Joanne Aldrich, Chairman
Linda Brabant, Coordinator

1993 Council on Aging Members:

Selectmen Appt.

Bernice Sprague, Treasurer
Anna Yonaker
Ruth McDermott
Ellen Keefe
Frank Criscitello

C.O.A. Chairman Appt

Joanne Aldrich, Chairman
Susan Sullivan, Vice Chair
Debra Abut, Clerk
Warren Hupper
Denis DeDeo/Joel Deputat

Recreation Department

The goal of the Tewksbury Recreation Department is to provide leisure time activities for the entire community. This Department has an obligation, through its programs, to provide a variety of meaningful, enriching and rewarding services to the residents of the Town and to assist the Department of Public Works Parks Division in maintaining and upgrading those facilities used in a condition appropriate for their use.

We look forward to strengthening our youth oriented programs, while looking to possibly establishing more co-ed adult and special population programs like our newly established summer concert collaboration with the Homecoming Committee. In doing so, the Recreation Department urges all citizens to get involved in the recreation programs by either assisting as volunteers, or by submitting ideas for any new programs.

In conclusion, the success of the Town's recreation programs cannot be measured in numbers served, net costs or program hours, but in the individual growth and development of each person involved. We are anxiously looking forward to 1994 and we will continue to provide a well rounded and varied recreation program.

Programs Offered	Approximate Numbers Served
Summer Playground	250
Tennis Instruction	150
Baseball	1,300
Softball	290
Boy's Basketball	411
Girl's Basketball	255
Football/Cheering	416
Track	200
Exceptional Children	50
Wrestling	30

Respectfully submitted,

Tewksbury Recreation Department
Ernest J. Lightfoot, Chairman
William Blakeney, Vice Chairman
Peter Barbato, Jr., Clerk
Stephen Witham
Brian Andriollo

HEALTH AND SAFETY

*Board of Health
Police Department*

*Building Department
Fire Department*

Board of Health

ANNUAL REPORT

The Tewksbury Board of Health has had a very exciting 1993, with several projects and developments occurring to further the public health. Of course, it is the responsibility of the Board and its staff to take any action necessary to protect the public and environmental health.

Health Study

At the Annual Town Meeting, voters saw fit to appropriate \$12,400 to conduct a Health Study of the Upper South Street Area as compared to an area in North Tewksbury. Four temporary staff persons were hired over the summer to conduct the study, including a nurse and three science students. The field work has been completed and currently the data is being analyzed and compiled for review by outside agencies. It is hoped that the study will be complete for public review in the spring of 1994.

Rabies

September of 1993 saw the first case of rabies in the current epizootic involving raccoons in Tewksbury. In 1993, 16 animals were tested for rabies, with 5 of them testing positive for the virus. All but one were raccoons with the fifth being a skunk. At least three of these animals were involved in altercations with dogs resulting in the dogs being destroyed due to inadequate immunization. The Board of Health continues to encourage the public to immunize its pets and to avoid contact with wild animals.

Food Service Inspections

The Board has completed its first year of contracted food inspections, with the program being a success. Enviro San of Braintree was contracted to conduct all restaurant inspections for the town as well as a training seminar for food service workers. While there were a few bugs that had to be worked out, the program has worked and a new two and a half year contract has been awarded to the same company. Over time, the program will have no problems as they are worked out. While this program is now allowing the inspection of all food preparation in town, it continues to be an administrative problem as the review and filing of the reports is time consuming.

Services

Health Fair — the Board sponsored its Second Annual Health Fair in September, but was disappointed in the attendance. The fair offered several opportunities for the public to receive free medical screenings as well as information from various health service organizations. The Board will consider a new tactic in promoting this important public health program.

Flu Clinics — Free flu vaccine was again offered to the elderly through a state program which provided the vaccine to the town. The office supplied 1035 doses to the elderly and high risk population of the town, almost 200 more than the previous year.

Meetings — The Board and its staff generally meet the first and third Thursday evenings in regular business sessions, and will occasionally meet on separate evenings to discuss the Health Fair, Health Study, or other issues as needed. The Board continues to meet and cooperate with other town agencies, as well as state and federal groups in order to provide the best services possible for the town.

Other — Other services provided by the Board include making radon test kits available for purchase, supplying health information to the public, and performing general environmental inspections. The Board is especially proud of its progress in handling the odor complaints concerning Corenco, and the gasoline cleanup of the Getty Station on Main Street. Finally, the Board is excited to receive funds to hold a Household Hazardous Waste Collection in the spring.

Tobacco Control Program

The Towns of Tewksbury and Billerica have joined forces to provide a Tobacco Control Program for residents which has been funded through a state grant. The towns have received \$90,000, \$18,000 more than requested, to start the program which will address tobacco availability to minors, smoking in the work place, and smoking cessation. The Board is proud to have received these free funds to help better the community. A staff is being hired for this program, and the program will run independent of the individual Boards of Health but will be under the supervision of the Directors of Public Health.

Staffing

After many years of trying, the Board was successful in convincing voters of the need for additional staffing at the fall Special Town Meeting. A part time inspector will be hired in

early January to conduct complaint inspections and handle other inspections as needed, addressing one of the many issues that has not been addressed recently due to the lack of staff.

In the spring, the Board was unfortunate in having its secretary Virginia Coviello transfer to a job with the Fire Department. After over 16 years working for the Board, Mrs. Coviello has taken on new responsibilities, and she will be sorely missed; her dedication is greatly appreciated.

Conclusion

The Board of Health has gone through an exciting year of change, and 1994 promises to be even better. I thank the Board for its guidance, Mrs. Coviello for her support, and my summer staff for an excellent job. Also, thanks to Barbara Westaway, Christina Levin, and Pamela Brothers for their dedication to their jobs, and to my fellow department heads, my appreciation for the support provided throughout the year.

Respectfully submitted,

Thomas G. Carbone, R.S., C.H.O.

Activity Report — 1993

Septic System Inspections	282
Plan Reviews	277
Housing Insepections	29
Condemnations	3
Swimming Pool Inspections	5
Hotel Inspections	0
Food Service Inspections	238
Test Holes	184
Complaints	307
21-E Interviews	19
New Hazardous Waste Sites	0
Tanning Booths	0
Animal Inspections	68

Permits Issued — 1993

Septic Systems — new	37
Septic Systems — repair	123
Installer's Permits	31
Pumper's/Transport Offal	83
Hotel Permits	5
Pool Permits	11
Trailer Parks	1
Food Service Permits	163
Mobile Food Service	11
Milk & Cream	76
Catering	1
Frozen Desserts	22
Stable/Animal Permits	62
Masseuse	6
Funeral Directors	5

Communicable Diseases Reported

Hepatitis B	3
Chicken Pox	9

Measles	0
Campylobacter	10
Salmonella	6
Tuberculosis	8
Giardia	6
Legionnaire's Disease	1
Mumps	0
Meningitis	7
Hepatitis A	1
Yersinia	0

Animal Bites Reported

Dog Bites	49
Cat Bites	10
Other Animal Bites	9

Building Department

1993 ANNUAL TOWN REPORT FIGURES

	No.	Value	Fees
New Dwellings	68	5,786,853.00	40,320.00
MFD (incl. Tewks. Housing)	10	1,223,505.00	0.00
New Commercial	1	4,599,000.00	32,193.00
Commercial Add.	78	4,612,985.00	26,131.00
Add. to Dwellings	264	2,661,221.00	24,584.00
Second Dwelling Units	2	74,520.00	511.00
Pools	34	212,012.00	2,188.00
Changes/chimneys/fit-ups	16	27,842.00	1,468.00
Demolitions	13		1,625.00
Temp. Trailers	4		50.00
Found./SP Permits	46		1,125.00
Earth Removals	3		450.00
Stop Work Orders	1		150.00
Total	540	19,197,938.00	130,795.00
Recordings/Chap. 40-A's	4		1,300.00
Certificates of Insp.	58		6,831.00
Total			8,131.00
Wiring Permits & Re-Insp.	393		18,224.50
Plumbing Permits	489		16,206.00
Gas Permits	469		4,983.00
Undergrounds & Re-Insp.			940.00
Sewer Entry Permits			2,040.00
Total			42,393.50
Total Fees Collected			<u>181,319.50</u>

Building Department Personnel:

George T. Nawn, Sr., Bld. Commissioner
 John J. McCarthy, Asst. Bld. Commissioner
 Thomas Monahan, Acting Bldg. Comm

Loretta Miggos, Operations Assistant
 Patricia Hennessy, Senior Account Clerk
 Sandra Stevens, Senior Clerk Secretary
 Catherine Mazzuchi, Senior Clerk Secretary
 David R. Sargent, Plumbing & Gas Insp
 Jeremiah Delaney, Wiring Inspector

Police Department

POLICE DEPARTMENT ROSTER

Chief of Police

John R. Mackey 1975

Deputy Chiefs of Police

Denise L. Gundrum 1976
 Walter D. Jamieson 1968

Lieutenants

Anthony Dicalogero 1975
 George Hazel 1980
 Warren Layne 1970
 Edward Martin 1975

Sergeants

Walter Jop, Jr. 1970
 Richard Landers 1970
 William Layne 1980
 James McKenna 1980
 Dennis Peterson 1975
 John Barry 1984
 Al Donovan 1984
 Robert Carroll 1973
 Peter Amari 1974
 Ralph Ford 1980
 Stephen Kandrotas 1978

Retired Officers

Lt. Paul Gearty February 28, 1993
 Sgt. Clifford Bolton March 25, 1993
 Officer Alan Landers March 25, 1993

Patrolman

Robert Budryk 1989
 Leonard Bolton 1975
 Chris Coviello 1989
 Joseph DeLucia 1974
 Paul Doherty, Sr. 1974
 Paul Doherty, Jr. 1988

James Hodgdon 198
 James Hood 198
 Raymond Lafortune 198
 William Latta 197
 Debra Layne 198
 Jerillee Maille 198
 James Luz 197
 Francis Pappas 198
 Henry Perry 197
 Mark Perry 198
 John Powers 198
 Kevin Reese 198
 Paul Ringwood 197
 William Schwalb 198
 Michael Sheehan 198
 Timothy Sheehan 198
 Allan Stephens 196
 Jeffrey Suarez 198
 William Tumenas 198
 Roger Tanguay 198
 Paul Thomas 198
 Brian Warren 198
 Robert Westaway 198

Sr. Confidential Secretary

Maryellen Higginbotham 1977

Confidential Secretary

Virginia Terrazzano 1978

Perm. Part-time Clerk

Eileen Newton 1987

Janitor

Herbert Hadley 1991

Reserves

Deborah Barry
 Douglas Beek
 Wayne Benson
 Mark Cannistraro
 Walter Collins
 Donald Cook
 John Cooney
 Michael Deltergo
 John Donoghue
 Patrick Doherty
 James Graham
 Herbert Hadely
 Cheryl Hiltz
 John Jarek
 Alice Kennedy
 Daniel Kerber
 Timothy Kerber
 Kevin Lambert
 Richard Layne
 Douglas MacLaren
 Nancy McCarthy
 Sharon McClafferty
 Frederick McKenna
 Chris Mehrmann
 Marilyn Menezes
 James Migliozi
 Guy Morello
 Constance Morris
 Beverly Mosher
 William Perrin
 Joseph Reiss
 James Rogers
 Wayne Sheehan
 John Spencer
 Bruce Sweet
 Mark Tanguay
 Mark Weitz
 Mark Wood

Carl Magnusson

Incident Type		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
String	None	8	30	14	27	12	16	9	10	7	8	9	7	157
B&B	Assault Battery	11	4	3	5	5	4	3	5	2	4	6	5	57
BU	Abuse			1			1	1		2		1		6
CC	Acc. No Inj+MV	59	62	78	44	40	41	53	47	42	50	46	54	616
CF	MV Acc. Fatal										1			1
CN	Acc+Inj Not MV	1	1	1			1	1	1	2	2		1	11
LC	Alcohol Violat	1	1	2	5	2		6	1	4	5	2		29
ALM	Alarm	96	92	121	107	110	111	134	133	125	92	81	139	1341
AMB	Ambulance Call	17	8	13	17	20	13	17	23	27	28	24	30	237
ANC	Animal Calls	22	14	16	15	20	37	17	25	55	46	22	20	309
ARR	Arrest	5	9	15	17	17	27	17	15	15	19	19	24	199
ASS	Assault	2		1		5	3	2	5	1	2	1		22
AST	Assistance	34	45	48	38	29	37	43	25	39	40	14	12	404
AWA	Hospital AWA	5	4	7	3	4	5	4	5	3	5	9	2	56
AWI	Acc+Inj MV	12	10	6	13	10	10	8	13	11	9	7	15	124
B&E	B&E	12	15	15	21	15	29	32	33	33	22	21	31	279
BDG	Barking Dog	4	6	5	4	6	4	4	8	5	3	3		52
BOM	Bomb Threat					1						3		4
CMV	Criminal MV	7	2	12	15	12	22	14	10	14	6	3	4	121
COM	Complaint	3	1	2	2	2	9	5	15	6	11	43	71	170
DEP	Deposit											1	1	2
DIT	Disturbance	10	7	8	16	16	21	25	20	17	19	8	2	169
DMV	Disabled MV	22	27	36	13	10	11	11	9	18	16	14	15	202
DOM	Domestic	23	16	13	10	19	14	20	12	8	15	13	6	169
DRU	Drugs	1		3	1	5	2			1	3	1		17
DUM	Dumping	3	1	3	3	2	1	4	3	1		2		23
ESC	Escape					2		1	1	2		1	1	8
FIG	Fight	4	7	6	7	6	10	13	11	10	10	8	5	97
FIR	Fire	12	8	12	13	16	9	16	10	18	22	15	12	163
FRA	Fraud					1	1		1	1				4
FWK	Fireworks Compl					1	6	8	3	1				19
GAM	Gambling Offens			1										1
H&R	Hit and Run	6	3	5	9	6	11	6	7	6	4	5	5	73
HAR	Harassment	7	12	5	12	8	3	16	14	10	8	4	4	103
HAZ	Hazard	6	11	20	10	7	9	3	10	9	8	1		94
IEX	Indecent Expose			1			1	1		1	1			5
KID	Kidnapping										1			1
LAR	Larceny	24	18	25	46	30	28	45	40	43	40	27	28	394
LKO	Lock Out	35	18	32	18	22	18	18	15	13	24	14	22	249
LOU	Loud Party	3	4	1	7	13	8	19	12	8	6	2	1	84
MED	Medical Call	8	17	3	5	5	6	9	6	10	13	5	14	101
MIP	Missing Person	1	1		3	2	4		4	6	6	3	2	32
MIS	Miscellaneous	10	10	1	8	8	17	23	122	24	15	91	102	431
MLD	Malicious Damag	19	13	10	31	25	29	30	30	23	39	42	15	306
MUR	Murder									1				1
MVS	Motor Veh. Stop	111	79	80	95	64	61	54	43	51	31	26	36	731
NOI	Noise Complaint	5	4	4	6	22	35	33	16	14	13	1	2	155
NOT	Note	10	17	26	16	10	17	12	6	11	9	8	5	147
PHO	Harassing Calls	16	8	13	11	10	16	29	16	22	18	18	12	189
PKS	Pink Slip		1		1					1		1		4
PRO	Protective Cust	8	4	7	5	10	4	9	4	5	8	5	5	74
PRP	Lost.Found Prop	7	2	6	2	4	6	7	1	5	10	1	2	53
PTM	Peeping Tom				1									1
PUR	Pursuit	1		3	1		1	1		1				8

Incident Type		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Totals
RBV	Robbery			1	1	1			3		2		2	1
RDH	Road Hazards	19	26	71	20	17	9	15	12	13	13	12	8	23
REL	Release	1	2	2	3	1		1				1	1	1
REP	Repossession	2	2	3	1				3		2			1
RES	Serve 209A	6	9	7	1	4	5	12	8		8	5	4	6
RMV	Recovered S MV	3	8	9	6	5	5	5	5	5	7	4		6
RUN	Runaway	3		3	2	3		7	2	3	1		2	2
SEX	Sex Crimes	2		1		2		1	2	1		2		1
SHV	Shoplifting	6	8	5	7	5	1	4	2	7	5	3	3	5
SMV	Stolen MV	14	9	10	12	7	9	13	14	10	11	13	17	13
SOL	Soliciting				1			3				1	1	
SOU	Suop										4			
SPM	Speeding MV	1	1	1	9	14	9	9	17	6	6	1		7
STP	Stolen Property				2	3						5	4	1
SUD	Sudden Death	1	1	3	2	2	1	1	1		2		2	1
SUI	Suicide	1	2		1	2		1		1	1	1		1
SUM	Summons	21	36	43	29	12	6	22	22	28	33	38	13	30
SUS	Suspicious Act	37	49	46	44	48	50	54	67	54	60	34	37	58
SUV	Suspicious Veh	30	17	25	25	29	38	29	37	31	37	32	18	34
SWR	Search Warrant									1				
THR	Threatening	6	6	5	7	9	6	6	3	4	9	2	4	6
TOW	Tow Service	9	7	11	8	2	4	4	7	3	5	1	2	6
TRA	Traffic Control			4	1	1	2		1	1				1
TRE	Trespassing	3	2		5	3	3		3	5	1		1	2
TRN	Transport	12	8	16	13	19	13	6	4	4	6	9	8	11
UMV	Unregistered MV	8		8	12	10	7	12	5	5	4	2	3	7
UNS	Unsecured Bldg	2	2	2	4	2	1	6	4	2	4	1	2	3
UWP	Unwanted Person	17	9	11	18	28	28	23	21	13	23	9	6	20
VIO	209A Violation	5	8	3	4	3	1	4	3	2	3	3	7	4
WAR	Warrant	8	13	17	9	16	30	22	22	9	14	10	5	17
WAT	Warrant Return	2	1			1		1		2		2		
WEP	Weapon Violat	2		3	3	2			1	5	5			2
Totals		872	818	994	933	885	947	1045	1059	949	954	825	862	1114
Total number of arrests						769								
Protective Custody						129								
Sex Crimes						11								
Additional Sex Crimes Investigated						15								
Total Investigated						26								

FIRE DEPARTMENT

ROSTER

Fire Chief	Thomas Ryan	1972
Deputy Chief	James J. Graham	1972
Captains	Robert A. Fowler	1970
	Bruce A. Reed	1971
	James P. Ryan	1975
	*George E. Yost	1976
Lieutenants	David L. Austin	1973
	John W. Burris	1972
	Stephen Cotugno	1975
	Edward J. Kearns	1971
	David Levy	1973
	Timothy N. Niven	1985
	John T. O'Neill	1976
	*Michael W. Sitar, Jr.	1984
	Philip W. Zerofski	1971
Firefighters	*Robert Calistro	1988
	*Michael P. Callahan	1989
	*Michael T. Callahan	1989
	*Joseph S. Dogherty	1986
	Daniel J. Donovan	1984
	*Oscar O. Forero	1985
	*James A. Giasullo	1988
	Russell W. Gourley, Jr.	1970
	*Donald Greer, Jr.	1986
	*Richard E. Hamm	1987
	*Michael Hazel	1988
	*Brian Hurley	1989

*Scott Keddie	1987
*Gary Kerr	1988
John Lightfoot	1976
Robert Little	1984
Richard J. Mackey	1979
*Russell McGlaufflin	1989
Stephen Powers	1982
*Kathleen F. Rapoza	1989
*Daniel J. Sitar	1987
*Daniel Small	1988
*Albert Vasas	1989
*Jon Viscione	1985
*Vance VonKahle	1987

*Emergency Medical Technicians

Dispatchers	Mary Daley	1975
	Joseph Kearns	1992
	Donna J. Smith	1988
	Edward N. Wilson	1987
Secretary	Virginia H. Coviello	1993

FIRE DEPARTMENT RETIREES 1993

Cosmo DiBiase	3/25/93
Robert Dogherty	3/24/93
Lawrence Driscoll	2/20/93
James Farley	3/10/93
John Field	8/14/93
Richard Gath	3/10/93
Donald Greer, Sr.	3/25/93
Mary Kane	3/24/93
Kenneth Mallinson	2/24/93
Robert Morris	3/17/93
Richard O'Neill	3/25/93

AMBULANCE AND FIRE RUNS 1993

	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
Plane Crash										1		1	
Ambulance	104	112	101	111	122	102	99	106	104	104	92	30	1287
Ambulance Mutual Aid	7	10	10	11	15	15	10	10	17	15	11	24	155
Assist Ambulance	81	64	79	78	93	89	82	84	68	70	65	96	949
Auto	3	7	7	5	6	8	1	5	4	3	7	6	62
Brush	4	8	1	32	31	40	25	10	4	8	12	7	182
Structure	8	8	8	1	3	7	5	11	7	8	6	8	80
Haz-Mat	1	1	3	1	1	1	2	8	3	5	1	2	29
Dump & Dumpster	0	0	1	0	0	0	0	0	0	0	2	0	3
Electrical	3	0	8	4	2	1	1	2	3	1	3	0	28
False Accidental	17	18	18	13	15	12	22	21	21	33	17	20	227
False Malicious	11	0	1	2	0	1	0	0	1	0	4	0	20
Inspections	32	33	46	23	34	43	48	47	59	61	42	42	510
Investigations	10	12	11	7	6	9	22	7	14	5	22	18	143
Mutual Aid	3	0	1	4	3	1	1	2	0	1	2	2	20
Oil Burners	1	0	0	1	0	0	0	0	0	0	1	0	3
Service Calls	18	29	37	16	21	24	17	24	27	9	12	20	254
Totals	308	307	337	314	352	353	335	337	332	334	299	375	3983

PUBLIC WORKS

The Department of Public Works strives to provide to the Community and its residents the highest standard of municipal service. In the past year the department has continued its maintenance oriented program in conjunction with its expansion of the sanitary sewer and road reconstruction. I feel that we as a department are improving and will strive to provide the maximum effort to the community in the upcoming year. The organizational breakdown of the Public Works Department is as follows:

Administration	Service Date
William R. Burris, Jr., Superintendent	1978
Doris Doherty	1984
John Kane	1955
Linda Monahan	1983
Highway/Tree	
Robert Belida	1983
Kevin Conlon	1984
Lawrence Kane	1984
Paul Lambert	1975
Ernest Lightfoot	1973
James Lightfoot	1984
James Nolan	1969
James Shimkus	1967
Timothy Stronach	1985
*Roger Trott	1963
Jack Ward	1984
Vehicle Maintenance	
Royal Hudson	1986
*Robert Marsh	1960
James Marshall	1976
John P. McCarthy	1969
Engineering	
*Evelyn Doherty	1969
Thoman Fiorello	1986
Parks	
William Chandler	1976
Frank Giannetti	1985
Robert Nolan	1986
Michael Peters	1987
Water/Sewer	
*Thomas Casey	1980
Lorraine Cuskey	1978
George DeRoche	1972
Brian Gath	1985
Clarence Richards	1986
Richard Stoddard	1982
Richard Westaway	1972
William Wilkinson	1966
Water Treatment Plant	
Leon Garrant	1988

Allan MacGilvary	1987
George Notenboom	1989
Lewis Zediana	1988
Ed Viewig	1988
Dean Trachis	1988
John Salerno	1989

STREET OPENING PERMITS 1993

Gas Permits	—	178
Water/Misc.	—	14
Sewer/Misc.	—	8
State Permits	—	4
Miscellaneous	—	11
Total	—	215

Streets that were graded:

Oregon Road
Beech Street
Cherry Road
Texas Road
Mississippi Road
Carrol Road
Highland Road
Melrose Road
Old Stagecoach Road
Dock Street
Tyler Road
Utah Road

New Water Services installed in 1993	76
New Meters installed by the Water Division	80
Total Replacement Meters installed year of 1993	45
Total Hydrant checks	28
Total Main Breaks & Service Leaks repaired year	34
Total Mains Completed in installation	1.39 miles
Total New Hydrants Installed year of 1990	10
Total Back Flow devices tested	216

Vehicles Maintained

DPW
Police
Dog Officer
Civil Defense
Auxiliary Police
Community Action Committee

Trees Recycled — 312

*RETIREMENTS

Robert Marsh	Roger Trott
Evelyn Doherty	Thomas Casey

In closing, I would like to thank the entire Public Works Staff for their continued efforts and support to provide the best services to the residents of the Town of Tewksbury.

Respectfully submitted,

William R. Burris, Jr.
Superintendent of Public Works

EDUCATION

*School Committee
Memorial High School
Staff List*

*Superintendent's Report
General Information
At Your Service*

*Guidance Services
Tewksbury Public Schools
Enrollment*

Shawsheen Valley Regional Vocational Technical High School

School Committee

The Tewksbury School Department and the Tewksbury School Committee bid farewell to Committee member Richard O'Neill who did not seek reelection after serving one term on the Committee. Mr. O'Neill was recognized for his contributions as a member of the negotiation team for the Teachers and the Administrative contracts, his work on School Committee Policy and his contribution during the superintendent search process.

The School Committee welcomed Edward Doherty as a new member. Mr. Doherty quickly became immersed in the work of the committee as a member of the negotiating team for the teacher contract. The administration has come to respect Mr. Doherty's commitment to attending many of the school functions and his role in developing a new course for the community education program.

The primary activity of the committee during 1993 was contract negotiations. Collective bargaining agreements with the six organized unions were re-negotiated as well as agreements with the non-union and excluded personnel. This was a challenging process as many of the groups had not received a pay increase during the previous two fiscal years and most of the groups had participated in concessions during the 1991-1992 school year.

The school department budget effective in July of 1993 reflected an increase of \$782,959. This increase was due to the increase in state aide included in the recently passed Educational Reform Act of 1993. The School Committee used these funds to establish three additional elementary teaching positions in an effort to maintain reasonable class size at the elementary level. Funds were also used to establish a full time media specialist position. The goal of this position is to increase our effort to inform the community about the programs and services within the school system.

The Tewksbury School Committee re-established the In-House Suspension Program at Tewksbury Memorial High School. This program was re-established with the goal of addressing student discipline administered within the school setting whenever possible. This program has been beneficial to the students and faculty. The position of elementary health educator was also established. This position was established with funds from the "Smoking Cessation Grant".

The role of the School Committee was changed with the passage of the Educational Reform Act of 1993. The Act places an emphasis on the school committee's role as a policy making

body, in establishing the goals for the school district and overseeing all financial aspects of the school department. The responsibility for the hiring of staff was transferred from the school committee to the administration. The School Committee has attended many training sessions to learn about the reformed legislation.

The school committee met with the administrative council in January and June of 1993. The January meeting focused on the mid-year review of the school department progress in meeting the year one goals of the Tewksbury Public School Strategic Plan. The Committee offered recommendations to the administration regarding the activities for the second half of the 1992-1993 school year. During the June meeting the School Committee identified those areas that would become the focus of the strategic planning work during the 1993-1994 school year.

The administrative offices of the Tewksbury Public Schools were relocated from the Dewing School to the Center School in June. This move provided the office and the meeting space necessary for both the administration and the Tewksbury School Committee. The vacated space at the Dewing School has been converted to classroom space.

The Tewksbury Public Schools completed the third phase of the major school roof replacement and structural renovations. This phase included the replacement of the roofs at the North Street and the Louise Davy Trahan Schools and the completion of the roof replacement of the John W. Wynn Middle School. The final phase of the Dewing School roof project was completed with windows and doors, replaced as a result of years of water seepage from the roof leaks.

The barrier free access project at the Middle School was completed. An elevator was installed along with handicapped accessible ramps, and lavatory facilities. Funding for this project was drawn from the state reimbursement on the Heath Brook School Project. Next summer the fourth and final phase of the system wide roof project will be completed. The cafeteria windows at the North Street and the Louise Davy Trahan Schools will be replaced. Once again this work was required due to water damage caused by the roof leaks over the past few years.

To date the Tewksbury Public Schools have expended \$4,788,243. of the 5.3 million dollars that the towns people approved for this project. At this point the School Committee is confident that all phases of this project will be completed with money returned to the Town. The School Committee and Tewksbury Public Schools are most grateful to the community for approving the bonding of the funds necessary for the completion of this necessary roof repair work.

On a personal note I would like to thank my fellow school committee members for their time and effort in serving on numerous sub-committees, attending countless meetings and working hard to secure the resources necessary to provide a quality education for the children and the citizens of our community.

The Tewksbury School Committee remains committed to providing the best possible education for the children of Tewksbury. On behalf of the Committee I would like to extend our thanks to the staff and the administration for their effort to constantly improve the educational process. The Committee thanks the members of the other town departments for supporting the school department. We thank the community for approving the funds necessary to provide the best education for our children; the future citizens of Tewksbury.

Edward K. Dick, Chairperson
Tewksbury School Committee

Superintendent of Schools

Many of the activities of the Tewksbury Public Schools over the last year were determined by the provisions and the requirements of the state wide educational reform movement. The Educational Reform Act was passed into law on June 18, 1993. The law provides for sweeping changes in the areas of governance, funding and professional development.

The school principals are no longer eligible for membership in collective bargaining groups. The principal now enters into an individual contractual arrangement with the school system. In addition the role of the principal has been greatly expanded with new responsibilities in the key areas such as the hiring and firing of personnel, the expulsion of students and as co-chair of the newly formed school councils.

Funding for education has been established along a schedule which will place Tewksbury and all other cities and towns at a foundation level of spending within the next seven years. The intent of a foundation level of spending is to equalize educational opportunities for all students across the state. Tewksbury currently spends below the foundation level and will receive financial aid from the state over the seven year period until the gap between current spending and required spending has been closed. The School Department Operating Budget for FY 94 was (\$16,082,959). This figure represents \$15,045,986 from the Town and \$1,036,973 in additional state aid.

Under the Educational Reform, the Town of Tewksbury will receive credit for school spending through the budget which is appropriated at the annual Town Meeting, as well as additional funds which have been expended on health insurance, snow removal and other allowable expenses. The Budget sub-committee comprised of members of the Board of Selectmen, the School Committee, the Finance Committee, the Town Manager and the

School Administration will review the requirements for school spending as outlined in the Educational Reform Act and the allowable expenses incurred by the Town in an effort to meet the required net school spending.

Professional Development is another key feature of the Reform Act. Life time tenure for teachers and administrators has been abolished. All members of the faculty and the administration will be required to apply for re-certification every five years. The re-certification requirements are currently being written by the Massachusetts Department of Education. A public forum on standards for professional performance will be conducted on an annual basis. This provision coincides with the initiative currently underway in our system to revise the teacher evaluation process.

Perhaps the greatest change is the establishment of school councils. Membership on the council consists of the principal who serves as co-chair, teachers, parents, concerned citizens and a student at the high school level. Presently there are sixty people serving on school councils representing the six schools within the Tewksbury System. The council is responsible for advising the principal on developing the budget for the school, preparing the school improvement plan and insuring that the diverse learning needs of the students are met.

The Tewksbury Public School Council members have attended three training sessions to prepare them to serve in this important role. We are grateful to them for their time, effort and commitment to our schools. School Councils are subject to the open meeting law. Notices of Council Meetings are posted at the Town Hall and minutes of each meeting are recorded. Interested citizens are encouraged to attend any council meeting.

Personnel

The Tewksbury Public Schools continued the tradition of honoring those individuals who have served the system. The auditorium of the John W. Wynn Middle School was dedicated in honor of Richard E. Griffin. Mr. Griffin has served the school as principal for the last 31 years. Mr. Griffin will retire from the Tewksbury Public School in June of 1994 after 38 years of distinguished service to the community.

The School Department bid farewell to Mr. George Abodeely, Assistant Principal for the John W. Wynn Middle School. Mr. Abodeely retired after 39 years of service. An annual award in his honor will be presented to the Middle School student whose contribution to the school has made a difference. Four members of the faculty retired during 1993. Mr. Robert deGaravilla, Business Teacher and former Department Head at Tewksbury Memorial High School, Mr. Andrew Pappathan from the English Department, Mr. Christos Koumantzelis from the Social Studies Department and Mrs. Margaret Harcourt from the Dewing School.

Many members of the support staff took advantage of the early retirement program leaving a tremendous void in some of the key areas. Mrs. Louise Gearty and Mrs. Charlotte Sargent from the school nursing services, Mr. William Carlson and Mr. Bernard Boudreau Senior Custodians, Mrs. Florence Antonuk and Mrs. Anne Sexton from the secretarial Services, Mrs. Joan

Andella, Matron at the High School and Mrs. Phyllis Boumel the Head Cook at the High School retired from the system and have been sorely missed. Mrs. Alice LeDuc retired at the end of the calendar year from her position as school nurse. She will also be missed.

Mr. James McGuire was hired as the new Assistant Principal at the John W. Wynn Middle School. Mr. McGuire has distinguished himself as an English Teacher, Department Head and Team Leader. He has quickly established himself in the new leadership role and has been a welcome addition to the administrative team. Mr. Anthony Romano was appointed to the position of Director of the Community Education Program. This program continues to expand under his leadership in response to the needs of our residents.

Strategic Planning

The Tewksbury School Committee and the administrative council met in June of 1993 to review the progress of the school department in meeting the year one goals of the strategic plan. The School Committee targeted those general goals which would serve as the focus for the second year of the plan. The administration and the Committee drafted a set of objectives and identified projects which would be undertaken in support of those goals. The plan contains three major sections; curriculum and instruction, community involvement and school organization.

The curriculum and instruction goals focus on the continued improvement of basic skills instruction. A main activity in this area has been the implementation of a five year cycle for curriculum development and evaluation. The specific second year activities include the researching and the piloting of a new elementary reading program, the review of the science curriculum and the handwriting program.

A second curriculum focus has been on the continued expansion of technology within the schools. An IBM computer course has been added to the Business Department at the High School. The Mac Computer Labs at the High School and the Middle School have been expanded and Mac Computers have been added to all libraries and grade five classrooms at the elementary schools. The next step is the preparation of curriculum objectives for the fourth and the fifth grade students in the area of computer assisted learning.

The goals in the community involvement area focus on the development of activities which will bring the community into the schools. The Community Education Program has expanded from the High School to additional locations in response to the needs of the community. The second annual Children's Summer Opportunity Fair will also be expanded to include greater offerings and Athletic Hall of Fame has been established with the initial induction scheduled for April of 1994.

A primary goal in the area of School Organization has been the identification of alternative sources of funding. The School Department has written many grant applications for competitive and non-competitive awards. To date the school department has secured (\$521,738) dollars in grant funds to support our programs. A second goal has been in the area of teacher supervision and evaluation. A joint committee on evaluation was appointed

by the Chairperson of the School Committee and the President of the Tewksbury Teachers Association. This joint committee has drafted a revised teacher evaluation model for approval by the School Committee and Teacher's Association.

These are some of the focal activities. The complete review of all second year activities is outlined in the mid-year progress report issued in February of 1994 and the final report issued in June of 1994. Copies of these reports are available in the office of the Superintendent of Schools.

An area of future development includes the integration of the principles of Total Quality Management into the school system. The Tewksbury Public Schools have received training from representatives of the Polaroid Corporation. This training has been funded by the Massachusetts Department of Education. The goal of this effort is to make a commitment to continuous improvement and to maximize the involvement of faculty, parents, students and the community in the schools.

I would like to extend my thanks to the members of the Tewksbury School Committee for their time and effort in support of the school department's goals and their commitment to quality education. I would also like to thank the members of the central office team, the administrative council, the faculty and the support staff for their commitment to providing the very best educational program for the children and the community. Thanks to the Board of Selectmen, the Finance Committee and the Town Offices and Departments for their exceptional support particularly during the school roof construction projects.

Finally thanks to the citizens of this Town for your commitment to the schools and for continuing to raise your expectations of us to provide the finest education for the future citizens of this Town. I am proud to serve as your superintendent and to submit this annual report.

Christine L. McGrath, Ph.D
Superintendent of Schools

Guidance Services

During 1993, student self-esteem, self-awareness, self-confidence, and self-worth have been effectively enhanced through collaboration between Guidance and the other Student Services areas and among all the Student Services areas and various community agencies and groups. To ensure student ability to make decisions that promote personal growth and development, academic achievement, and social/emotional well-being, Guidance Counselors, Health Educators, Special Education providers, the Rotary Club of Tewksbury, the Tewksbury Police Department, and Community advisory groups formed partnerships in providing a variety of programs and services to students and parents.

The Counselor Outreach program has responded to the personal, academic, college/career, and crisis needs of students. Guidance Counselors at both the Middle School and the Senior High School have visited classrooms to introduce themselves

and to inform students of the Guidance services available to them. An analysis of the reasons Guidance services are sought and the types of referrals for such services reveals that, for all grade levels for which Guidance services are available, more than 75% are student referrals, approximately 5% are teacher/administrator referrals, nearly 15% are counselor referrals, approximately 4% are parent referral, and nearly 1% are referrals from other human service agencies. The majority of students interacting with Guidance Counselors do so for academic counseling. Nearly the same percentage of students also interact with the Guidance Counselors for personal reasons. As the students progress into their senior year, the number of students who interact with Guidance Counselors for College or Career counseling increases significantly.

This year, Middle School Guidance Counselors introduced Guidance Programs and Services to Middle School students using an attractive, attention-getting brochure which the two Middle School Guidance Counselors developed specifically to enhance the classroom presentations made to the students at the J. W. Wynn Middle School. The brochure, produced in collaboration with the Graphics Arts Department of the Middle School, served as an effective means of informing students of the Guidance services available to them. The combination of classroom presentation and informational brochure resulted in a significant increase in the number of students seeking out the services of Guidance Counselors at the Middle School.

Middle School Guidance Counselors continue to be instrumental in facilitating the Advisor/Advisee program presented to all students at the Middle School. This student support program not only links students with adult mentors within the school but also provides opportunity for referral to the Guidance Counselor when more intensive intervention is warranted. Linkage with the D.A.R.E. program facilitated jointly at the Middle School by the Tewksbury Police Department and the Tewksbury Public Schools through its Health Education Department and Guidance Department furthers collaboration in service provision on behalf of the students of the Tewksbury Public Schools.

At both the Middle School and at the Senior High School, an intensive Teen Awareness program is presented by the Tewksbury Police Department, the Rape Crisis Services of Lowell, and the Tewksbury Public Schools. Guidance Counselors, Health Educators, Police Officers, Rape Crisis Services personnel, the Grade 8 Middle School Team Leader, the Senior High School Humanities Department Chairperson, and Middle School and High School faculty work together in providing a relevant assault prevention program to students in Grades 8, 9 and 12. Follow-up counseling and referral to appropriate community resources are provided by Guidance Counselors.

Guidance counselors at the Middle School and at the Senior High School will become actively involved with health educators and the Peer Leadership advisor in conflict resolution and mediation. This service responds to the increasing need to address ways of resolving differences without the use of violence. It is a collaborative effort to enable students to think critically in solving disputes and disagreements, to have more control over their lives, and to make responsible decisions.

Guidance Counselors at the Middle School and at the Senior High School have been invaluable in facilitating the return of students from special education funded private school placements to the Tewksbury Public Schools and in assisting special education students in earning their high school diplomas. In collaboration with Special Education personnel, Regular Education personnel, and staff from the private schools, Guidance Counselors assist in the structuring of programs to meet the needs of students within the Tewksbury Public Schools, in scheduling students into classes which ensure the meeting of promotion and graduation requirements, and in calculating the communication of the credits earned and needed to be successful in receiving the Tewksbury Memorial High School Diploma.

Guidance Counselors at the Senior High School assist in the facilitation of the various testing programs in which Senior High School students participate. S.A.T. and P.S.A.T./N.M.S.Q.T. testing is a service provided to students on an annual basis. Guidance Counselors at both the Middle School and Senior High School encourage students to register for and to take the Scholastic Aptitude Test. This year 110 High School Students and eight (8) Middle School Students took the S.A.T. on the Tewksbury test date. Nineteen high school students participated in the Achievement Test component of the S.A.T. An additional significant number of students also have taken or will take the S.A.T. on other scheduled test dates.

One hundred two sophomores and 75 Juniors were registered for the P.S.A.T./N.M.S.Q.T. by the 1993-1994 Guidance Counselor for the Junior Class. Once test results were received, Counselors distributed test scores and test booklets to students and to classroom teachers who then utilized test booklets to provide follow-up instruction to students. The P.S.A.T./N.M.S.Q.T. provides students with an opportunity to participate in a testing experience which is preparatory for the S.A.T. For students who are Juniors, this test provides opportunity to qualify for the National Merit Scholarship program.

Individual administration of the S.A.T. and the P.S.A.T. is conducted by the Guidance Counselors for those students with identified special education needs and/or with physically and/or other challenging conditions.

Guidance Counselors at the Senior High School also administer the Advanced Placement Tests which enable students who qualify to earn college credit for courses taken in High School. Fifty-six Tewksbury students participated in the Advanced Placement testing program which took place in May, 1992.

During the Fall of 1992, a new testing program was administered to all students enrolled in Grade 9. Senior High School Guidance Counselors in collaboration with Classroom Teachers of English administered the Iowa Tests of Educational Development. It is anticipated that the results of the I.T.E.D. may predict the manner in which students would perform on the S.A.T. and provide classroom teachers with information to enhance student achievement levels on the S.A.T.

To increase the number of activities in which parents and students have opportunity to participate in informational programs, additional collaborative efforts have been implemented in the areas of career awareness, the college application process

and financial aid. During the fall of 1992, Tewksbury hosted the Regional Boston Globe College Workshop. In May, Senior High School students and their parents were invited to participate in a College Admissions Process program which was presented collaboratively by the Tewksbury Public Schools and the College Board. The 1992-1993 Guidance Counselor for the Junior Class assisted in making this presentation a success. A Financial Aid Workshop was presented in December for students and parents. This program represented a collaboration among the Tewksbury Public Schools, the 1993-1994 Senior Counselor, the University of Lowell, and the Citizens Bank of Massachusetts.

The Career Awareness program implemented during school year 1992-1993 in collaboration with the Rotary Club of Tewksbury will continue during 1993-1994. Students in Grade 10 and in Grade 11 will have opportunities to participate in career seminars presented by community members of the Rotary Club in Tewksbury. Additional career awareness activities have been implemented by each of the Guidance Counselors. Presentations by alumni of Massachusetts Institute of Technology, faculty with I.T.T. Technical Institute, and employees of Stone and Webster were organized and facilitated by last year's Junior Class Counselor, this year's Sophomore Class Counselor, and this year's Senior Class Counselor. During these presentations, students were provided with information about engineering and science careers and career planning in general by individuals in the field. In addition, this year's Junior Class Counselor has continued the Shadow-a-Nurse program for students interested in the field of nursing.

Two additional projects are in the exploratory stage. A committee comprised of representatives of the Rotary Club of Tewksbury, Guidance Counselors at the Middle School, Guidance Counselors at the Senior High School, the Chairperson of the Applied Arts Department, Special Education personnel at the Middle School and at the Senior High School, representatives of Merrimack Special Education Collaborative, and, of course, me, will be meeting to consider the possibility of expanding Career Awareness Activities for students within the Tewksbury Public Schools. A second committee comprised of Guidance Counselors at the Middle School, Guidance Counselors at the Senior High School, Senior High School Special Education personnel, and I will explore the feasibility of presenting a College Fair for students in Tewksbury.

It has been quite a challenging and rewarding year. Through the combined and collaborative efforts of Guidance personnel, other Student Services personnel, other School personnel, Community organizations and advisory groups, and individual representatives of the Community, we have made available a range of programs and services to the students of the Tewksbury Public Schools. It is our goal to continue to be responsive to the increasing needs and the expanding interests of students and to continue to provide quality service comprehensively and creatively.

Respectfully submitted,

Michele F. DeAngelis, Ed. D.
Director of Student Services
Tewksbury Public Schools

Memorial High School

TEWKSBURY PUBLIC SCHOOLS CLASS OF 1993 COMMUNITY SCHOLARSHIP RECIPIENTS

BUSINESS DONORS:

Balfour Scholarship Award:

Julie E. Orio

Blair House: Senior to Senior Scholarship Award:

Shannon Cozzo

Boston Globe Award:

Andrew Stack

Sara Waible

DeWolfe New England Real Estate Scholarship Award:

Danielle Bigley

Muro Pharmaceutical, Inc., Scholarship Award:

Shannon McGrath

Michelle Platz

Orthodontic Associates Scholarship Award:

William Brady

Schlott Tires Scholarship Award:

Stephanie Farrington

The Ed Walsh Hockey Schools Scholarship Awards:

Deborah Foley

COMMUNITY ORGANIZATIONS DONORS:

AFL/CIO Scholarship Award:

Jill Klerowski

Jess Mader

Amy Toombs

Catholic College Club of Lowell: The M. Frances Dillon Award:

Amy Toombs

Holy Ghost Society Scholarship Award:

Christopher Barbosa

Massachusetts Cultural Council: Tewksbury Arts & Lottery Scholarship:

Michael Crocket

Stephanie Farrington

William Grondin

Kevin Hannon

Edward Mooers

Massachusetts Elks Scholarship, Inc:

Jennifer Jarek

Jean Maranville

Suzanne Whitnell

Middlesex Women's Club Scholarship Award:

Carrie Jean Dwan

National Elks Scholarship:

Jean Maranville

Rotary Club of Tewksbury Scholarship Award:

Amy Lordan
Christopher Naun
Julie E. Orio
Eric Takach

South Tewksbury Betterment Association Scholarship Award:

Michelle Carr
David Henderson
Catherine M. Horgan
Jess Mader
Suzanne Whitnell

Tewksbury Citizens Award: Raytheon-Apple Hill Scholarship:

Deborah A. Foley

Tewksbury Garden Club Scholarship Award:

Cathleen Butt

Tewksbury Golden Age Club., Inc., Scholarship Award:

Adam Chace
Laurie Whelan

Tewksbury Firefighters Local 1647 Scholarship Award:

Laura Austin
Deborah Field
Jennifer Levy

Tewksbury Lions Club Scholarship Award:

Deborah A. Foley

Tewksbury Municipal Employees Association Local 833 Scholarship Award:

Amy Gill
Stacy Stoddard
Amy Sullivan

Tewksbury Police Superior Officers' Association: Colleen Hazel Memorial Scholarship Award:

Melissa Carroll

Tewksbury Veterans Association Scholarship and Athletic Scholarship Awards:

Kimberly A. Carter
Kerry Dwyer
Jay Mackey
Erin Sullivan
Suzanne Whitnell

Tewksbury/Wilmington Lodge of Elks No. 2070 Scholarship Award:

Michael Oddiorne
Julie E. Orio

Tewksbury/Wilmington Lodge of Elks No. 2070 Recognition Awards

Cathleen Butt
Lisa M. Connors
William Holden
Ellen Keefe
Ryan D. McNeal
Jennifer L. Pierce

Wilmington Grange #268 Scholarship Award:

Cathleen Butt

PERSONAL DONORS:

The Mabel Anderson Memorial Scholarship Award:

Timothy Grace

The Mary Canelas Memorial Scholarship Award:

Cathleen Butt

The Lisa Colangelo Memorial Scholarship Award:

Julie E. Orio

The George Kyricos Memorial Scholarship Award:

Jay Mackey

The Lawrence R. McGowan Scholarship Award:

Eric Takach

The Muriel E. McGowan Scholarship Award:

Laura Austin
Stephanie Kushineruk
Eric Takach

The Honorable James Miceli Scholarship Award:

Scott Maxwell

The Kevin J. O'Brien Memorial Scholarship Award:

David C. Henderson
Michael J. Odiorne

The John H. Perreault Memorial Scholarship Award:

Timothy Grace

The Gary Strong Memorial Scholarship Award:

Michael J. Odiorne

In Memory of Thomas F. & Dorothy M. Sullivan Scholarship Award:

Stephen R. Martin

SCHOOL ORGANIZATIONS DONORS:

The Loella F. Dewing School P.A.C. Scholarship Award:

Lori Corbett
Carrie A. Golen

The Heath Brook School P.A.C. Scholarship Award:

Jeffrey Lambert
Sherry L. Rauseo

The Tewksbury Food Services Ruth Sutton Award:

Danielle Bigley
Joyce Woodman

The North Street School P.A.C. Scholarship Award:

Heather Garland

The J. W. Wynn Middle School Student Council Scholarship Award:

Stephen R. Martin
Sherry L. Rauseo

The Friends of Tewksbury Memorial High School Scholarship Award:

Daniel Babine
Lisa Bettano
Sharla Collier
Donald Carbonneau
Melissa Carroll
Holly DiGiampalo
Heather Farrand
Amy Gill
Carrie A. Golen
James Hogan

Mary Hooper
Erin Lamon
Henry Mathus
Heidi Murphy
John Orzechowski
Michelle Platz
Diana Silva

The TMHS Art Scholarship Fund Scholarship Award:

Roy Fabila
Jennifer Jarek

The TMHS Band Loyalty Award Scholarship:

Kimberly A. Carter
Amy Lordan
Jean Maranville

The TMHS Choras Loyalty Award Scholarship:

Mary Hooper

The TMHS Class of 1993 Scholarship Award:

Cathleen Butt
Adam Chace
Michael Conti
Deborah Cooke
Stephen R. Martin
Ryan D. McNeal
Julie E. Orio
Sherry L. Rauseo
Laurie Whelan

The TMHS Music Association Scholarship Award:

Laura Austin
Kimberly A. Carter
Mary Hooper
Amy Lorden
Jean Maranville
Jennifer Matysczak

The TMHS Nation Honor Society Scholarship Award:

Erin Livingston
Jeffrey Lambert

The TMHS School Play Scholarship Award:

Cathleen Butt
Michael Conti
Julie E. Orio
Sherry L. Rauseo
Edward Mooers
Lori Simmer

The Louise Davy Trahan Memorial Scholarship Award:

Julie E. Orio

The Tewksbury Teachers Association Scholarship Award:

Lori Simmer
Sara Waible

Redmen Football Club: Robert Aylward Redmen Football Scholarship Award:

Michael J. Odiorne

Redmen Football Club: James E. Brooks Memorial Football Scholarship Award:

David Hesketh
Ryan D. McNeal
Jay Mackey

Tewksbury Girls Recreational Basketball Scholarship Award:

Deborah Cooke
Deborah A. Foley
Sandra Lane

Tewksbury High School Football Cheerleaders Scholarship Award:

Catherine M. Hogan
Antoinette Simeone
Joyce Woodman

Tewksbury Redmen Baseball Scholarship Award:

Michael J. Odiorne

Tewksbury Redmen Basketball Scholarship Award:

Michelle French
Timothy Grace

Tewksbury Youth Baseball Scholarship Award:

Eric Takach
Girard J. Murphy

Tewksbury Youth Basketball Scholarship Award:

Eric Takach

Tewksbury Youth Football/Cheerleader Scholarship Award:

Daniel Babine
Joyce Woodman

Tewksbury Youth Skating Association Fred Carpenito Memorial Scholarship Award:

Girard J. Murphy

Tewksbury Youth Skating Association Scholarship Award:

Michael Danley
David Henderson
James Hogan
Kyle Moore
Christopher Naun
Robert Sharkey

Tewksbury Youth Soccer Booster Club Scholarship Award:

James Hogan

Tewksbury Youth Soccer Memorial Scholarship Award:

Jill E. Harris
David C. Henderson

The Joseph Bernardi Memorial Track Scholarship Award:

David King
James Hogan
Erin Livingston
Jess Mader
Steve Sinkus
Amy Toombs
Sara Waible
Suzanne Whitnell

SPORTS ORGANIZATIONS DONORS:

The Alan T. Schultz Memorial Scholarship Award:

Laurie McNaught
Eric Welch

The Luke Byrne Memorial Scholarship Award:

Erin Livingston
Ryan D. McNeal

The Dennis McGadden Memorial Track Scholarship Award:

Heather Farrand
Kimberly Farrand
Jay Mackey
Ryan D. McNeal
Eric Takach

OTHER ORGANIZATIONS DONORS:

Youth For Understanding International Exchange Award:
(The C. R. Bard, Inc. Scholarship Program)

Kristie Godin

Rensselaer Polytechnic Institute Gold Medal and Scholarship Award:

Jean Maranville

The University of Massachusetts at Amherst's Chancellor's Talent Award was received by Jean M. Maranville.

Adam Chace, David P. Hesketh, Jeffry Lambert, Jean M. Maranville, Christopher A. Naun, and Sherry Rauseo were named Commended Students in the National Merit Scholarship Program and were presented with Letters of Commendation from the National Merit Scholarship Corporation.

David P. Hesketh, Jean M. Maranville, and Christopher A. Naun achieved the status of Advanced Placement Scholar and were awarded Certificates of Recognition by the College Board.

Scholarships awarded through the Community Scholarship Program to members of the Class of 1993 totaled \$117,040.00. In addition, members of the Class of 1993 were awarded scholarships from colleges, universities, and other sources in excess of \$530,000.

Congratulations to the Class of 1993!

School Department General Information

Registration for School in September 1994

Kindergarten: A child must be five years old as of August 31st of the year entering Kindergarten.

First Grade: A child must be six years old as of August 31st of the year entering the First Grade.

No School Announcements

School will be closed only in the case of severe inclement weather. The schedule of no school signals in effect for the school year follows:

A series of three sets of two blasts (2-2-2) on the horns of the State Hospital and the following times for groups indicate:
6:45 A.M. — No School At All Schools

7:45 A.M. — No School At All Elementary School Only (K-4)
Announcements relative to closing schools for inclement weather will be carried by radio stations WRKO, WCAI, WLLH, WCCM, WBZ and WHDH.

When it is in the interest of students' safety to delay the opening of school due to weather conditions, the Superintendent will notify the public by the same procedure as "no school" announcements.

TEWKSBURY PUBLIC SCHOOLS

OCT — 93

School	K	1	2	3	4	5	6	7	8	9	10	11	12	TOT	'92	DIF
Heath Brook	84	83	96	82	83	72								500	490	
Dewing	109	132	115	102	98	93								649	628	
North St.	81	78	103	75	67	73								477	462	
Trahan	77	99	85	80	48	60								449	467	
Middle School							333	336	313					982	967	
Senior High										215	217	210	212	854	903	
Total	351	392	399	339	296	298	333	336	313	215	217	210	212	3911	3917	-6

MONTHLY ENROLLMENT NOTE: Includes All Special Needs Children

Staff

SCHOOL COMMITTEE

Kevin Anderson 1994
Edward K. Dick 1995
Edward J. Doherty 1996
Patricia Meuse, Esq. 1994
Ann Romano 1995

CENTRAL OFFICE ADMINISTRATION

Christine L. McGrath, Ph.D.
Superintendent of Schools
John F. Ryan
Assistant Superintendent of Schools,
Business
Dr. Joseph C. Walsh
Director of Curriculum
Michael B. Sullivan
Director of Support Services
Dr. Michele DeAngelis
Director of Student Services
Thomas Lovett
Data Processing Coordinator
Joan Dey
Director of Food Services

MEMORIAL HIGH SCHOOL

William DeGregorio, Principal
Priscilla Betses, Assistant Principal
Anthony Romano, Assistant Principal

Department Head, Humanities

Warren Bowen

English

Carol Acone-Callahan
Joan Kelley
Robert Manzi
Elsa Marsh
Linda Novelli
Susan Patterson
Sheila Walsh
Jacqueline Williamson

Social Studies

Warren Bowen
James Kastritis
Patricia Koravos
Christos Koumantzelis
Robert MacDougall
William Piscione
Donald Stewart

Department Head, Mathematics, Science and Technology

Gerald Rideout

Mathematics

Ann Deal (Part Time — 3/5)
George Economou
Maureen McNamara

Elizabeth Papik
Roger Pilat
Gerald Rideout
Dolores Sullivan

Science

John Clarke
Edward Cremins
Richard Gropman
Mary Herlihy
Patricia Lannon
Joseph LeProhon
Kathleen Mofield
Marilyn O'Brien

Department Head, Fine Arts

Donald Sullivan

Foreign Languages

Henrietta Araujo
Leo Frechette (Consultant — Student Foreign Exchange Program)
Daniel O'Brien
Frances Renaud-Stephan
Maureen Rideout
Mary Sullivan

Art

Daniel Rogacki
Donald Sullivan

Music

Roger Whittlesey

Department Head, Applied Arts

Lawrence Basteri

Business Education

Judith Berube

Dale Black

Anita MacDonald

Michael Fitzpatrick

(Part-Time Computers — 2/5)

Distributive Education

Cynthia Basteri

Industrial Arts

Lawrence Basteri

Norris O'Brien

Home Economics

Anne McDermott

Gail Pollard

Physical Education

Nancy Billings

Steven Levine

Robert McCabe

Health

Denise Saindon (Assigned to the High School & Elementary)

Guidance

Henri Dufour

Elisabeth Gaffney

John Maloy

Librarian

Gertrude Carey

Computer Science

Sandra Bettencourt (Assigned to the High School & Elementary)

JOHN W. WYNN MIDDLE SCHOOL

Richard Griffin, Principal

James McGuire, Assistant Principal

Grade 6 Team Leader

Elizabeth Kyle

English

Maureen Gropman

Pamela McDade

Elaine Mullen

Social Studies

Thomas Conlon

George Kalarites

William Kirwin

Math

Virginia Bunting

Joanna Krainski

Elizabeth Kyle

Science

Lisa Alexander

Agnes Sacramone

Carol Sagro

Grade 7 Team Leader

Brenda O'Brien

English

Anthony Blandini

Brenda O'Brien

Joy White

Social Studies

Anne Maloy

Stephen Prodanas

Warren Yaeger

Math

Annina Faraci

Cynthia Lavallee

Carol St. Germain

Science

Cynthia Abate-Upson

Kathy Connell

Glen Osterman

Grade 8 Team Leader

Sharlene Locker

English

Jason Andrews

John Bresnahan

Elaine Brinton

Social Studies

Patricia Krol

James Leclair

Sharon Milenavich

Math

Sandra Barnett

Albert Bradley

Sharlene Locker

Science

Kimberly Bresnahan

Louis Graceau

Alfred White

Special Subject Areas Team Leaders

Jack Jarek

Practical Arts

Bonnie Hansberry

John Jarek

Mary Laffey

Richard Otis

Health

Sal Gallo

Art

Gail Hamilton

Music

Joseph Musumeci

French

Claire Piscione

Foreign Language/Music

Susan Thorne

Physical Education

James Manley

Susan Scofield

Bonnie Roberts

Computers

Richard Zbieg — All Grades

Developmental Reading

David Mullen

Mary Murray

Librarian

Maureen Kelley

Guidance

John Donoghue

Linda Hair

HEATH BROOK SCHOOL

Kevin McArdle, Principal

Frederick Leahy, Head Teacher

Grade 1

Joan Ciambella

Susan LaMotte

Helen Matysczak

Maureen Whitehead

Grade 2

Diane Davos
Dorothy Foley
Pauline King
Brenda McWilliams

Grade 3

Barbars Duarte
Elaine Fiske
Chris Hassan

Grade 4

Donald Barry
Marcia Kalarites
Joanne O'Brien

Grade 5

Frederick Leahy
Alfred Leclair
Richard Mousseau

Kindergarten

Judith Lodi
Patricia McDonnell

LOELLA F. DEWING SCHOOL

John Weir, Principal
George Paul, Head Teacher

Grade 1

Meredith DeBow
Janice Lunn
Claire Reed
Patricia Stratis
Lisa Terris

Grade 2

Maureen Kane
Shirley Sanford
Carole Sullilvan
Barbara Vitallo

Grade 3

Maureen Buckley
Mary Lou Morris
Patricia Tellier
Rose White

Grade 4

Karen Cintolo
Robert Maloney
Ann Read
Sandra Ryan (Leanne Babine —
Perm. Sub.)

Grade 5

Carlton Clark
Iris Koumantzelis
George Paul
Richard Schadlick

Kindergarten

Maureen McSheehy
Geraldine Rubico

LOUISE DAVY TRAHAN SCHOOL

William Leccese, Principal
Christine Themeles, Head Teacher

Grade 1

Virginia Callahan
Maureen Jackman
Ann O'Hara
Betty Themeles

Grade 2

Catherine Brimer
Trudi Hennemuth
Kathryn Quinn
Christine Themeles

Grade 3

Barbara Krueger
Madeleine D. O'Brien
Karen Ware
Beth Zambella

Grade 4

Patricia Dias
Joan Friedman

Grade 5

August Jardin
Marimargaret Roberts

Kindergarten

Mary Feick
Kathy Mootrey

Chapter I

Donna Mooney
Priscilla Titus, Lead Teacher

NORTH STREET SCHOOL

William Tsimtsos, Principal
Robert Cullen, Head Teacher

Grade 1

Arlene Breault
Rita O'Sullivan
Jennie Zantuhos

Grade 2

Charles Allen
Marie Dube'
Elaine Maxwell
Denise Morandi

Grade 3

Marjorie Conlon
Raymond Loosen
Joan Ryan

Grade 4

Debra Cody
Cassandra Edell
Jayne Gray

Grade 5

Robert Cullen
Frances Gath
Eugene Sdoia

Kindergarten

Sheila Gurry
Marjorie Petalas

Chapter 1

Alma Davis

Elementary Librarian

Arlene King — Elementary Systemwide

Reading Specialists

Karla Conway — North Street
Robert Horgan — Trahan
Susan Lachance — Heath Brook
Cathy Ronan — Dewing

Elementary Art

Linda Malone — Heath Brook/Trahan
Carol Rodgers — Dewing/North Street

Elementary Music

Joseph Buckley — Trahan/Heath Brook
Betty Turner — Dewing/North Street

Elementary Physical Education

David Marcus — Heath Brook/Trahan
Donna Tanner — Dewing/North Street

Health Educator — Systemwide

Brian Hickey

SPECIAL EDUCATION**DEPARTMENT**

Systemwide Team Chairperson
Lee Tibbetts

School Adjustment Counselors

Robert Appolloni
Trahan/Heath Brook
Dr. Frederick Penza
High/North Street/Middle
Gail Shinberg — Systemwide
Stella Sullivan — Dewing/North Street
William Traveis — Middle School

Speech Therapists

Jan Fuller — Heath Brook/Middle School
Jane Kelley — Dewing/High School
Jody Masse-Arikian — North/Trahan

Visually Handicapped

Therese Morin — Systemwide

Early Childhood Specialist

Barbara Donaghy — Heath Brook School

**Moderate Special
Needs Specialists**

J. Timothy Auten — Middle School
Roseanne Boghossian — Middle School
Antonette Byrnes — Middle School
Eleanor Edelstein — North Street/High
School
Nancy Farrey-Forsyth — Middle School
Carole Ann Gallo — Heath Brook
Eileen Gardner — Middle School
Donna Graham — Middle School
Carole Holmy — Dewing School
Lisa Hughes — Dewing School
Isabel Jankelson — Heath Brook School
Kaspar Kasparian — Middle School
Mary Kennedy — High School
Donna LeCam — Dewing School
Mary Manseau — Trahan School
Carlene Neumann — Heath Brook School
Stephanie Pagiavlas
Heath Brook School
Mary Ann Primerano — Dewing School
Sandra Samojeden — Middle School
Thomas Walsh — High School

Physical Therapist

Ann Maloney — Systemwide

**Part-Time Early
Childhood Facilitator**

Cheryl Porcaro

**EDUCATIONAL SUPPORT
STAFF****Certified Aides**

Linda Austin — Sp. Needs
Heath Brook School w/Mrs. Jankelson

Elinor Beloin — Sp. Needs
Dewing School — Primary Level
Inclusion Class
Kathleen Brandt — Sp. Needs
Dewing School — w/Ms. Primerano
Pamela Lussier — Heath Brook School/
Pre-School Program
Lois Murphy — Sp. Needs
Heath Brook School — Primary Level
Inclusion Class
Elaine Riley — Sp. Needs
High School
Mary Sarsfield — Sp. Needs
Dewing School — w/Mrs. Hughes
Doris Worthington — Sp. Needs
Middle School

Non-Certified Aides

Linda Beaulieu — Kindergarten Aide
North St. School
Linda Boucher — Self Contained Class
Aide — Heath Brook School
Rita Boudreau — Kindergarten Aide
Heath Brook School
Judith Fitzgerald — Special Needs Aide
for Kindergartens — Heath Brook &
Trahan
Jane Juskiewicz — Kindergarten Aide
Dewing School
Diane Kelley — Kindergarten/Pre School
Heath Brook
Patricia Lightfoot — Kindergarten Aide
Trahan School
Mary Morris — A.V. Aide
Middle School
Dorothy Peach — A.V. Aide
High School
Kathleen Penney — Special Needs Aide
Middle School
Margaret Smith — Kindergarten Aide
Dewing School

School Nurses

Yvonne Hall
Judith Hopkins
Linda House
Alice LeDuc
Marcia Osterman
Elaine Walsh

School Secretaries

Jean Aylward
Delores Barlow
Jeanne Blackstone
Patricia Boucher
Theresa Brown

Josephine Campo
Judith Colman
Paula Coppola
Anne Duncan
June Fowler
Joanne Kearns
Mary Maguire
Eileen Mahoney
Patricia Napoli
Valerie Rogers
Anita Sartori
Barbara Tanner
Nancy Thompson
Elaine Tower

Library Aides

Ann Donnelly
Judith Dziadosz
Martha Feran
Marilyn Fowler
Barbara Keefe
Jean Kyser
Evelyn McCabe
Mary Nawn
Vasilike Stevens
Rosemary Sullivan
Mary Turcotte

Food Service Workers

Joan Barnaby
Maureen Bedard
Barbara Curtin
Carolyn DeSisto
Mary DiBella
Judith Dickinson
Marie DiFabio
Anna Dobbin
Lynne Dykeman
Sandy Eithier
Agnes Fowler
Carole Friedman
Marie Gleason
Marilyn Gretskey
Judith Hanlon
Rochelle Hastings
Janet Hubert
Lorraine McPhee
Connie Miranda
Dolores Montecalvo
Marie Nolan
Mildred Patterson
Elizabeth Ryder
Barbara Stevens
Holly Tellier
Ivane Thibodeau
Janice Woodman

Maintenance and Custodial Workers

Joseph George, Maintenance Foreman
John Anderson
Henry Benson
Bernard Boudreau
William Carlson
William Cuskey
Jorge DaSilva
Thomas Gilbride
George Greenman
Robert Howard
John Laffey
Robert McCarthy

Bruce MacDonald
Louis Marion
Daniel Martin
Jospeh McCann
Richard Newton
Roy Osterberg
Donald Page
Kurt Schimmelbusch
Thomas Sullivan
Peter Thullier
Joel Trull

Matron
Patricia Hegarty

Equipment Manager/Assistant to the Director of Support Services
John Hynes

Attendance Officer
George Hazel

English as a Second Language Tutors
Rose Curley
Mary DiCiaccio

Media Specialist
Joseph Dermody

At Your Service

Superintendent of Schools	851-7347
Business Office	851-6248
Director of Curriculum	851-6044
Director of Student Activities/Guidance Services	851-3771
Director of Support Services/Athletics	851-6796
Special Education	640-0639
Tewksbury Memorial High School	851-2011/851-2022
John W. Wynn Middle School	851-3709
Heath Brook Schiool	851-9112
North Street School	851-7376
Loella F. Dewing School	851-4316
Louise Davy Trahan School	658-3119
Community Education Program	640-9658

Shawsheen Valley Regional Vocational Technical High School

Elected representatives of the Regional School Committee are: Anthony R. Mazzone and Mark Trifiro from Bedford; Kenneth L. Buffum, Vice Chairman, and Bernard F. Hoar, Secretary, from Billerica; John P. Miller, Chairman, and Alfred Verrier from Burlington; Richard E. Griffin and J. Peter Downing, Treasurer, from Tewksbury; and John M. Gillis and Michael Smith from Wilmington.

As one of twenty-five regional vocational technical school districts in the Commonwealth of Massachusetts, Shawsheen Valley Technical continued to offer comprehensive vocational/technical education for approximately one thousand forty seven high school students and sixty full-time adults. In addition, five

hundred adults participated in the part-time Adult Education program; and over two hundred junior high school students participated in the after school Career Education program.

Upon graduation, full-time students receive both a comprehensive academic high school diploma and competency certification in their chosen technical discipline. Over ninety-six percent of the June 1991 graduates either acquired jobs within their skilled professions or pursued higher education at various colleges. Chris Botte of Wilmington, an electrical major and the class valedictorian, was selected as one of the top ten vocational students in the United States and awarded a full scholarship to Suffolk University. Thirty one percent of Shawsheen's 1993 graduating class went to college. Shawsheen Valley Technical's graduation placement statistics were amongst the highest among the state's Regional Vocational Technical High Schools.

Consistent with the requirements of the recent Educational Reform Legislation, Shawsheen formed, in September 1993, its School Council. Members include: Assistant Superintendent-Director Robert Cunningham, Parents William Bulens and Jean Glejzer of Billerica, Cosmo Ciccariello of Burlington, Community Member Robert Pease of Pease Graphics of Billerica, Teachers Roger Bourgeois and Robert Kanellas, Student Representatives Shauna Welch of Tewksbury, and Katie Trevison of Wilmington.

The School Committee is deeply indebted to the continued contributions of the three hundred area businessmen who serve on Shawsheen Valley Technical's Advisory Committees. Advisory committee members meet twice each year to monitor technical programs guaranteeing curriculum and equipment are up to date while insuring graduating students acquire skills to meet the needs of local businesses.

Many activities took place during 1993 which deserve special recognition:

- The increase of 42 students in the Freshmen class for September 1993 translates to a 15.5% increase over the previous Freshman class. Overall, school enrollment increased approximately 4% over the previous year. For the first time in several years, Shawsheen has reestab-

lished its waiting list process for ninth grade openings consistent with the policies established by the School Committee.

- In the fall of 1993, 31.4% of the senior class were already employed in co-operative work positions with area businesses.
- The number of students participating in the Peer Leadership Program doubled over the previous year. Peer Leaders provided tutoring and training for fellow students and actively participated in many worthwhile community events including: a feeding program for the homeless project with the Middlesex Shelter; a Christmas memorial ornamentation program with the American Cancer Society; and a welcoming breakfast program for incoming Shawsheen students.
- Shawsheen Valley Technical will continue Project Freedom, an after school program allowing two hundred junior high school students the opportunity to explore six technology programs. This program is funded from a grant from the Massachusetts Department of Education Division of Occupational Education.
- Shawsheen enhanced its participation as an active member of the Merrimack Valley Occupational and Tech-Prep Educators Collaborative. MVOTEC is headquartered at Shawsheen. This nationally recognized program builds bridges from educational institution to the next for students matriculating to college. Shawsheen is a partner with other area vocational technical schools and has developed Articulation Agreements with Merrimack College, Middlesex Community College, and Northern Essex Community College. Shawsheen students receive credit for courses taken during their junior and senior year of high school toward a college degree. Over 157 present Shawsheen Technical students are actively enrolled in this Tech-Prep program.
- Shawsheen Valley celebrated its third year adult Medical Coding program. Students ranging from 22 to 60 years of age, receive training in medical terminology, anatomy, accounting, computers, and medical coding. The graduating class of 1993 received 100% employment at Lahey Clinic, Harvard Community Health, Winchester Hospital and local doctor's offices. This ten month full-time program is funded by a grant received from Massachusetts Department of Medical Security. Businesses interested in establishing needed training programs or adults who are either unemployed or underemployed should call Mr. John McDermott, Assistant Superintendent Director for Community Services at (508)667-2111 for additional information.
- Over two hundred and fifty students participated in the Vocational Industrial Clubs of America yearly district, state, and national competitions. Many Shawsheen Valley Technical students received state awards while seven students participated in the national VICA competition held in June in Louisville, Kentucky.
- The District was selected by the Department of Education to develop a state wide model ninth grade Exploratory Program. The \$60,000 grant allowed educators throughout Massachusetts to develop a model exploratory curriculum under the leadership of Mark Small Shawsheen's Freshman Guidance Coordinator. During their freshman year, students learn about and explore the many occupations available to them enabling them to make informed decisions on career opportunities.
- In May of 1993, the Town of Burlington honored staff and students in Shawsheen's construction department for significant improvements made at Simonds Park in Burlington. Improvements included: enlarging the concessions building; expanding lavatory facilities; ceramic tiling of floors; and remodeling the kitchens. The work was performed by the carpentry, masonry, electrical, and plumbing departments.
- Other community projects completed by Shawsheen Valley Technical Departments included: Culinary Arts students catering a retirement brunch for honored Billerica municipal retirees; Carpentry students building and installing shelving at the Billerica Public Library; Plumbing students installing hook-ups at the Burlington Fire department headquarters; Metal Fabrication students fabricating radiator covers for the Tewksbury Town hall and constructing eight goal posts for use by the Billerica Youth Soccer league; Carpentry students rebuilding and remodeling areas in the Wilmington police department headquarters; Masonry and Plumbing students renovating the music/auditorium at the Lane School in Bedford into a regular classroom; Graphic Arts students printing various reports for local school and municipal departments; and Carpentry Students renovating the operations room at the Burlington police department. Shawsheen Valley Technical staff and students supported Billerica's annual Yankee Doodle Parade and Homecoming by constructing various booths and signs. These and other community projects were completed as Shawsheen Valley Technical Students began constructing a three-level garrison colonial home with a two car garage in Andover Heights in Wilmington. Citizens who wish to have a home built by Shawsheen students may participate in the annual House Building Project Lottery. Please contact Mr. Anthony Bazziontti, Director of Vocational Technical Programs, at (508)667-2111 extension 143 for eligibility requirements.

- Over three hundred students participated in the district co-ed interscholastic athletic programs Commonwealth Conference. Titles were won by the football, wrestling, and boys' basketball teams. Albert Belanger of Billerica was a State finalist in the 125 pound wrestlers division. David Smith of Bedford was awarded a full football scholarship to Northeastern University.

The aforementioned highlights provide a snapshot of the dynamic programs offered member communities and citizens by the imaginative professional staff employed at Shawsheen Valley Technical. The elected School Committee Members remain committed to adequately prepare area youth for excellent employment opportunities for the twenty-first century.

Prospective students and residents are urged to contact the school's Guidance Department at (508)667-2111 for additional information regarding the various career programs offered to area residents.

The District's continued success is a direct result of the support received from Town Administrators, Board of Selectmen, Finance Committees, Town Meeting Members, and citizens. We very much appreciate their cooperation and support.

FINANCES

*Treasurer-Collector
Auditor's Report*

*Board of Assessors
Salaries*

Treasurer - Collector

Officials and Residents,

I submit herewith the Annual Report and also the financial figures for the past fiscal year for the Office of the Treasurer/Collector.

The Town has created the position of Computer Service Manager and is making an overall review of the computer use/needs/potential.

Tewksbury was fortunate to be able to choose from an excellent group of applicants and hire Steve Hattori, a most capable and qualified former Wang employee, to fill this position. We feel this will prove to be one of the best and most significant moves by the Town in recent years and wish Steve every success and promise our support to him.

Plans are also in the works to revamp the layout of our service counter window and paint and clean up the office as a whole. Our thanks to Selectman Dunlevy, the DPW, and the Town Manager for their support of this much needed sprucing up of the lower Town Hall.

The Quarterly Real Estate Tax billing system coupled with the staggered Water/Sewer bills continues to be very effective in giving the Town a good cash flow and again this year no borrowing in anticipation of revenue was needed.

Thanks and congratulations to Dot Harding and Pat Qua on their retirement from this office, their contributions to our successes and specially for their hard work, cooperation and friendship. Good Luck and Good Health to Dot and Pat and all the retirees of the group of 1993, the Town's largest.

The loss of Donna Gill was also substantial to us but her promotion to the position of Operations Assistant in the Auditor's Office was well deserved and we feel has enhanced an already good relationship with that department.

While it might have been devastating to try to have two new untrained employees attempt to replace the loss of three very experienced members of the office, the situation was mitigated by the appointment of the Computer Service Manager and the good fortune to benefit by the transfer of Janet Smith from the Conservation Commission and the hiring of Bill Rose, formerly in the private sector. Janet and Bill have proven to be very conscientious, willing workers, quick to learn, and team players who fit very well into this office.

We want you to feel that the Treasurer/Collector's Office is accessible and receptive to the Townspeople.

Please come in or call us, David Sullivan, Betty Johnson, Theresa Gillette, Dottie Lightfoot, Mamie Burke, Janet Smith and Bill Rose, in the lower Town Hall or at (508) 640-4340 or regarding Water Billing, Bill Blakeney at (508) 640-4350.

Respectfully Submitted,

Warren R. Carey

Treasurer/Collector

	F/Y'93	F/Y'92	F/Y'91	F/Y'90	Previous Years
REAL ESTATE					
Committed	11,782,235.97				
O/S 7/1/92	11,179,434.18	626,559.69		199.09	
Collections	21,512,223.48	694,271.75	78.62	1,361.47	
Abatements	351,506.29	187,667.97	634.58		
Refunds	115,691.74	290,262.89			
To Tax Title	746,900.03	118,323.67			
To Tax Possession	3,835.39				
Misc. Adj.	1,241.93	463.91	1,568.08	1,162.38	
Taxes in Litigation					
Balance 6/30/93	464,138.63	(82,976.90)	854.88	0.0	
WATER/SEWER LIENS					
Committed	537,391.30				
O/S 7/1/92		104,102.58			
Collections	355,543.37	81,816.54		342.00	
Abatements	2,145.04				
Refunds					
To Tax Title	108,538.16	21,555.91			
To Tax Possession					
Taxes in Litigation					
Misc. Adj.	288.83	(247.65)		342.00	
Balance 6/30/93	71,453.56	482.48		0.0	
SEWER CONNECTION LIEN					
Committed	183,875.89				
O/S 7/1/92					
Collections	138,171.69				
Abatements	24,385.53				
Refunds					
To Tax Title	4,249.92				
To Tax Possession					
Taxes in Litigation					
Misc Adj.	202.38				
Balance 6/30/93	17,271.13				
TRASH LIEN					
Committed	232,011.88				
O/S 7/1/92					
Collections	197,522.30				
Abatements	3,298.88				
Refunds					
To Tax Title	7,147.74				
To Tax Possession					
Taxes in Litigation					
Misc Adj.	389.52				
Balance 6/30/93	24,332.48				
PERSONAL PROPERTY					
Committed	472,001.36				
O/S 7/1/92	399,081.91	24,196.73	8,069.10	7,901.78	20,186.49
Collections	856,274.93	12,034.66	85.92	236.84	2,252.91
Abatements	3,992.00	3,484.33	1,702.79	1,557.63	10,391.69
Rescinded Abatements					1,059.84

Refunds	8,140.33		561.59	505.69	6,606.87
Misc Adj.	55.12				
Balance 6/30/93	19,011.79	8,677.74	6,841.98	6,613.00	15,208.60

MOTOR VEHICLE EXCISE

Committed	1,420,874.02				
Add't Committed		475,601.36	4,998.50		
O/S 7/1/92		89,124.59	90,081.74	26,108.55	34,935.02
Collections	1,098,609.66	509,844.03	61,015.70	7,010.45	9,362.55
Abatements	52,936.30	36,431.90	3,621.00	733.02	215.00
Rescinded Abatements					3,701.71
Refunds	5,376.05	15,665.18	2,248.26	285.42	124.00
Misc Adj.	40.00	17.37	23.00		(10.00)
Balance 6/30/93	274,744.11	34,132.57	32,714.80	18,650.50	29,173.18

TRUST AND INVESTMENTS FUNDS

Cash and Securities in Custody of Town Treasurer as of June 1993

Conservation	77,834.77
Foster School Fund	13,889.31
Pierce Essay Fund	917.07
Cemetery Perpetual Care Fund	12,919.86
Stabilization Fund	3,263.14
Fairgrieve Memorial Fund	479,147.51
Mahoney Family Regard Fund	2,042.21
	<u>\$590,013.87</u>

Detail Of Debt Outside Of The Debt Limit

School Project-Chapter 645, Acts of 1948	2,755,000.00
Water Project-General Laws, Ter Ed. Chapter 44	7,126,500.00
Sewer Project-General Laws, Chapter 44	2,135,000.00
	<u>\$12,016,500.00</u>

Statement Of Town Debt — Fiscal Year Basis

		2003	1,380,000.00
1994	2,085,000.00	2004	1,140,000.00
1995	2,240,000.00	2005	1,135,000.00
1996	2,205,000.00	2006	1,135,000.00
1997	2,200,000.00	2007	475,000.00
1998	2,195,000.00	2008	400,000.00
1999	2,085,000.00	2009	250,000.00
2000	1,765,000.00	2010	150,000.00
2001	1,380,000.00	2011	150,000.00
2002	1,380,000.00	2012	2,177.50
			<u>\$23,815,000.00</u>

Statement Of Interest — Fiscal Year Basis

		2003	392,200.00
1994	1,595,508.54	2004	305,292.50
1995	1,499,507.50	2005	229,530.00
1996	1,331,127.50	2006	153,216.25
1997	1,165,365.00	2007	82,455.00
1998	1,003,105.00	2008	55,492.50
1999	842,867.50	2009	31,855.00
2000	696,952.50	2010	19,317.50

2001	584,,235.00	2011	9,342.50
2002	488,540.00	2012	65,000.00
			<u>\$10,488,087.29</u>

GENERAL

Cash on Hand June 30,1992	3,889,596.68
Accounts Payable (Retirement & Savings Bonds) June 30, 1992	(55,944.90)
Journal Adjustments and Returned Checks	(65,253.98)
Receipts to June 30,1993	56,754,799.96
	<u>60,523,197.76</u>
Paid on Warrants to June 30,1993	(56,640,965.50)
Accounts payable (Retirement and Savings Bond) June 30,1993	49,916.16
Balance June 30,1993	<u>\$3,932,148.42</u>

SEWER

Cash on Hand June 30, 1992	316,893.54
Receipts to June 30, 1993	0.00
Journals Town Meeting Action to June 30,1993	49,500.00
	<u>\$366,393.54</u>
Paid on Warrants to June 30, 1993	(250.00)
Balance June 30, 1993	<u>\$366,143.54</u>

Board of Assessors

Value of Real Estate	
January 1,1993	\$1,667,637,728.00
Value of Personal Property	
January 1, 1993	\$46,661,218.00
Total Value January 1, 1993	\$1,714,298,946.00
Total Value January 1, 1992	\$1,719,131,109.00

Real Estate	
1993	\$23,858,653.68
Total Taxes Levied on Property	
1993	\$24,804,943.18
Water & Sewer Liens Added to Taxes	
1993	\$678,846.73

Total Levy For Fiscal Year 1994	
Town	\$39,408,002.75
State & County	\$129,840.00
Overlay of Current Year	\$651,842.47
Gross Amount to be Raised	\$42,563,988.92
Total Estimated Receipts	
and Available Funds	\$17,759,045.74
Net Amount to be Raised on Property	
Personal Property	
1993	\$946,289.50

MOTOR VEHICLE RATE \$25.00	
MOTOR VEHICLE AND TRAILER EXCISE	
Amount of Warrants to Collector	\$1,760,518.41
Norman O. Boudreau, Chairman	
Barbara A. Flanagan	
Margaret F. Tompkins	

Auditor's Report

To the citizens of Tewksbury:

Herewith is the annual report of financial transactions for the fiscal year which ended JUNE 30, 1993. More detailed information is available upon request. We-Lorraine Whynaught, Linda Curtis, Donna Gill and I are most grateful to all concerned for the cooperation and assistance extended us during the past year.

Respectfully,

Thomas J. Berube
Town Auditor

REVENUE

Taxes/Interest/Penalties:

Personal Property	855,167.13
Real Estate	21,801,237.18
Tax Liens Redeemed	533,540.55
Motor Vehicle Excise	1,662,058.11
Penalties/Interest/Legal:	
Tax Titles	126,850.49
Real/Pers/MVX/Water/Sewer	150,663.90
Payments in Lieu of Taxes	29,308.66
	25,158,826.02

Charges/Fees:

Misc. Water/Sewer Service	2,434.64
Water Rates	2,608,412.45
Sewer Rates	836,775.36
Water/Sewer Liens/Interest	437,397.39
Trash Collection	211,797.95
Ambulance Charges	130,771.44
Municipal Lien Certificates	61,525.00
Collector Demands	36,980.00
RMV Releases	8,800.00
Sundry Rentals	25,037.16
Miscellaneous	1,658.32
	4,361,589.71

From the Commonwealth:

Abatements:	
Veterans	6,074.00
Surviving Spouses	3,850.00
Blind	1,663.00
Elderly	46,000.00
Schools:	
Chap. 70 Aid	4,489,070.00
Transportation	254,439.00
Bldg. Assistance	397,735.00
Police Incentive	108,618.00
Veterans Benefits	54,849.10
Highway Maintenance	233,058.00

Lottery/Beano	1,278,271.00
Hotel Tax	194,252.00
State Owned Land	76,961.00
	7,144,840.10

Departmental Fees:

Manager/Selectmen	4,848.79
Treasurer/Collector	3,577.83
Assessors	1,948.30
Clerk	23,356.69
Conservation	150.90
Planning	5,039.30
Appeals	4,050.00
Cable TV	2,562.64
Police	52,014.35
Fire	6,209.38
Building	8,106.10
Wiring	21,611.30
Plumbing	25,611.00
Weights/Measures	2,094.60
Dog Officer	941.00
Schools	3,417.19
Public Works	13,316.75
Water Connections	74,700.00
Sewer Connections	128,259.00
Special Sewer Hookups	23,864.33
Trash Stickers	54.00
Health	3,172.80
Wage Concessions	3,393.78
Veterans Benefit Recoveries	10,125.96
	422,425.99

Licenses/Permits:

Alcoholic Beverage	53,250.00
Selectmen	5,325.00
Police	5,873.00
Fire	7,255.00
Building	150,900.00
Public Works	1,685.00
Health	32,888.00
Dogs (County)	5,183.88
	262,359.88

Fines:

State/Local Courts	85,793.50
Library	4,944.90
Parking	12,580.94
	103,319.34

Earnings:

Investments	154,268.84
Premiums-Bonds, Loans	452.25
Insurance Recoveries	3,469.76
	158,190.85

Transfers from Special Funds:

	242,045.56
--	------------

Total General Fund Revenue 37,853,597.45

EXPENDITURES

Moderator:			Treasurer/Collector:		
Salary		450.00	Salaries-Regular		273,257.45
Dues/Travel		45.00	Perm. Part-time		16,107.06
			Overtime		4,681.47
			Buy-Back		5,847.25
					299,893.23
Selectmen:			Professional Services		
Salaries- Elected	21,094.45			138,573.71	
Regular	48,977.24		Communications		643.53
		70,071.69	Office Supplies		38,832.96
Professional Services	29,993.41		Local Travel		350.13
Legal Services	17,767.04		Dues		140.00
Office Supplies	4,380.61				178,540.33
Dues	4,537.00				
		56,678.06	Town Counsel:		
			Legal Services		84,854.01
			FY92 Unpaid Bills		18,538.63
					103,392.64
Town Manager:			Personnel Board:		
Salaries		178,990.21	Salaries-Part-time		2,464.00
Office Supplies	1,776.29		Office Supplies		10.00
Dues/memberships	1,000.00				2,474.00
Travel	2,891.72				
		5,668.01			
Rubbish Collection	547,159.00		Town Clerk:		
Rubbish Disposal	830,338.80		Salaries-Elected		43,105.90
		1,377,497.80	Regular		49,195.00
					92,300.90
Finance Committee:			Repairs/Maintenance		
Salaries-Part-time	1,845.61			1,306.38	
Office Supplies	85.60		Professional Services		4,170.25
Communications	401.38		Communications		4,452.10
Dues	260.00		Supplies		950.92
		2,592.59	Local Travel		490.10
			Dues		165.00
					11,534.75
Accounting:			Elections:		
Salaries-Regular	119,668.60		Salaries-Tem. Part-time		15,942.76
Overtime	2,989.22				
Buy-Back	4,756.38		Registrars:		
		127,414.20	Salaries-Temp. Part-time		2,650.00
Office Supplies		989.25	Office Supplies		2,088.28
					4,738.28
Computer System:			Conservation:		
Leases/Contracts	66,006.74		Salaries-Perm. Part-time		10,473.42
All Other	6,930.12		Communications		490.70
		72,936.86	Office Supplies		591.41
			Dues		285.00
					1,367.11
Assessors:			Planning Board:		
Salaries-Regular	137,174.10		Salaries-Elected		4,100.00
Temp. Part-time	7,572.64		Regular		61,931.71
Buy-Back	1,843.80		Overtime		5,585.71
		146,590.54			71,617.42
Repairs/Maintenance	267.00		FY92 Unpaid Bill		393.40
Professional Services	27,703.64		Communications		1,414.26
Office Supplies	3,331.07				
Local Travel	2,400.00				
Dues	520.90				
		34,222.61			

Legal Ads	20.10			Auxiliary Police:			
Office Supplies	834.06			Supplies	744.10		
Intergovernmental	52.50			Dues	128.00		
Area Planning Council	7,017.00						872.1
Local Travel	1,000.00						
Dues	256.00			Fire:			
Printing	1,047.00			Salaries-Regular	2,087,194.71		
		12,034.32		Overtime	210,349.06		
Zoning Appeals:				Uniform Allowance	20,248.78		
Salaries-Perm. Part-time		2,713.72		Training	1,229.06		
Advertising	657.98			New Positions	8,332.92		
Office Supplies	590.37			Buy Back	219,547.99		2,546,902.5
		1,248.35		Utilities	22,502.99		
Cable Television:				Repairs/Maintenance	42,330.62		
Repairs/Maintenance	217.00			Professional Services	4,683.57		
Professional Services	7,836.40			Communications	7,572.04		
		8,053.40		Alarm Maintenance	3,190.78		
Town Hall:				Office Supplies	2,823.52		
Salaries-Perm. Part-time		16,757.51		Ambulance Supplies	11,078.83		
Energy Utilities	15,006.67			Local Travel	160.00		
Non-Energy Utilities	15,737.31			Dues	592.50		
Repairs/Maintenance	2,594.73			Ambulance Billing	9,882.00		104,928.4
Leases	3,634.12			Mutual Aid	111.64		
Supplies	165.00						
All Other	2,281.76			Hose	3,954.00		
		39,419.59		HazMat Supplies	799.24		
				CPR Mouthpieces	541.80		
				Foam Supplies	975.00		6,270.0
Police:							
Salaries-Regular	2,133,645.09			Building:			
Perm. Part-time	21,732.87			Salaries-Regular	142,273.43		
Overtime	164,252.50			Perm. Part-time	40,888.69		
Uniform Allowance	18,739.94			Temp. Part-time	31,670.50		214,832.6
Night Differential	56,629.71			Communications	3,957.54		
Buy-Back Time	132,962.30			Office Supplies	931.60		
All Other	34,558.07			Local Travel	3,724.40		
		2,562,520.48		Dues	120.00		8,733.5
Energy Utilities	12,337.45						
Non-Energy Utilities	10,165.95			Sealer of Weights:			
Repairs/Maintenance	23,952.56			Salary		1,776.0	
Professional Services	9,561.86			Supplies		650.0	
Communications	7,820.00						
All Other	6,408.03			Civil Defense:			
Maintenance Supplies	2,276.00			Salary-Temp. Part Time			886.0
Office Supplies	6,211.81			Professional Services	500.00		
All Other Supplies	14,914.27			Communications	307.28		
Local Travel	1,874.90			Maintenance Supplies	1,898.00		
Dues	765.00			Office Supplies	195.79		
		96,287.83		All Other Supplies	2,318.00		
Vehicles/Radios	67,230.48			All Other	361.13		
Camcorder	1,575.00			Dues	75.00		5,655.2
Device for Deaf	614.00						
		69,419.48					

Dog Officer:			Energy Utilities	195,616.91	
Salaries-Regular	31,298.19		Repairs/Maintenance	79,989.69	
Temp. Part-time	3,541.06		Machinery	71,091.85	
		34,839.25	Drainage	14,928.95	
Energy Utilities	2,768.65		Rentals/Leases	4,692.76	
Non-Energy Utilities	68.04		Communications	19,956.51	
Uniforms	250.00		Office Supplies	5,150.65	
Supplies	1,510.05		All Other Supplies	89,375.43	
		4,596.74	Gasoline/Diesal Fuel	64,179.76	
			Chemicals	144,948.67	
Parking Clerk:			Local Travel	402.75	
Professional Services		819.30	Dues	1,690.75	
Schools:			Court Judgements	1,285.69	
Committee Salaries	11,917.00		Water Purchase	299,785.68	
Instruction/Administration	9,578,002.00		Road Resurfacing	22,212.12	
Clerical	396,912.00		Lowell Sewer Usage	176,785.45	
Custodial	765,263.00		Water Sampler	4,200.00	
Attendance	3,500.00		Gas Chromatograph	10,867.27	
Health Services	143,622.00		Chain Saw	974.95	
Non-Teaching	100,595.00		Electric Power	1,717.17	
All Other	8,292.27		Meter Placement	2,218.50	
		11,008,103.27	FY92 Unpaid Bills	228.80	1,212,300.31
Transfer to School Lunch		31,997.00	Hydraulic Lift	9,995.00	
Energy	570,779.71		Radios	2,792.00	
Rentals/Leases	25,804.85		Waste Oil Burner	5,936.16	18,723.16
Professional Services	98,671.18				
Tuition	923,082.42		Foster School Maintenance		6,543.27
Pupil Transportation	972,181.57		Snow/Ice Removal:		
Other Purchased Services	12,142.53		Salaries-Temp. Part-time	4,077.50	
Office Supplies	50,556.96		Overtime	164,628.85	168,706.35
Building Equip./Repairs	351,080.07				
Custodial Supplies	47,254.12		Gravel Screener Lease	18,223.80	
Grounds Supplies	11,887.22		Plowing Contractors	118,587.50	
Educational Supplies	486,371.46		Sand, Salt, etc.	66,557.23	203,368.53
Equipment Replacement	73,330.37				
Unclassified	34,454.31		Street Lighting		118,466.24
All Other	62,489.22		Cemeteries		1,245.00
		3,720,085.99	Health:		
Out-of-State Travel		5,005.14	Salaries-Elected	1,150.00	
Computer Equipment	68,890.59		Regular	64,452.02	
Office Furniture	571.25		Temp. Part-time	3,758.76	69,360.78
Audio Visual Equipment	384.00				
Copier	7,433.70		Professional Seivces	6,432.08	
		77,279.54	Communications	1,030.99	
Regional Vocational School		1,765,938.00	Office Supplies	1,365.86	
Public Works:			Local Travel	1,093.97	
Salaries-Regular	1,547,968.87		Dues	242.00	
Temp. Part-time	4,942.97		FY92 Unpaid Bill	24.14	
Overtime	68,610.95		Refrigerator	500.00	
Uniform Allowance	7,150.00		Hepatitis Vaccine	4,746.00	
Night Differential	386.00		Hazardous Waste Collection	2,500.00	17,935.04
Night Call	9,215.00				
Adjustments	948.50				
FY92 Unpaid Bill	145.80				
Buy Back	51,948.63				
		1,691,316.72			

Community Action:

Salaries-Perm. Part-time	26,194.26
Communications	408.56
Office Supplies	73.00
All Other	27.61

509.17

Council on Elderly:

Salaries	27,726.00
Utilities	10,221.00
Repairs/Maintenance	2,240.70
Professional Services	1,687.65
Entertainment	11,450.00
Maintenance Supplies	1,200.00
Office Supplies	500.00
All Other Supplies	193.88
Local Travel	150.00
Dues	181.80
Custodian	9,311.00
Home Care	1,600.00
Christmas Dinner	3,000.00
Sr. Volunteers	1,600.00
FY92 Unpaid Bill	67.00

43,403.03

Veterans Services:

Salaries-Regular	57,008.84
Buy Back	13,330.30
	70,339.14
Office Supplies	301.94
Dues/Seminars	89.00
Veterans Aid	66,022.52

66,413.46

Patriotic Activities

12,000.00

Library:

Salaries-Regular	76,375.00
Perm. Part-time	86,709.28
Temp. Part-time	4,125.93
Custodian	8,307.23
Pages	2,061.25
	177,578.69
Utilities	10,486.55
Repairs/Maintenance	2,493.76
Communications	1,747.38
Office Supplies	2,095.63
Other Supplies	36,000.00
Local Travel	75.00
Dues	100.00
Automation	8,110.00

61,108.32

Recreation:

Salaries-Perm. Part-time	5,934.48
Temp. Part-time	10,887.75
Overtime	5,440.14
	22,262.37
Repairs/Maintenance	499.11
Communications	971.33

Office Supplies	596.64
Dues	170.00
Programs	11,416.84

13,653.92

Exceptional Children:

Salaries-Temp. Part-time	11,838.00
Recreational	1,302.00
Supplies	803.80
All Other	8,060.00

10,165.80

Maturing Debt

1,886,000.00

Interest:

Maturing Debt	1,553,685.53
Temporary Loans	65,751.51

1,619,437.04

Employee Benefits:

Retirement	1,479,849.00
Occupational Injury Reserve	22,676.30
Unemployment Compensation	33,631.43
Group Insurance	2,527,800.00
Medicare	65,666.17
Fire/Liability Insurance	233,608.50

4,363,231.40

Assessments:

Retirees Insurance	7,681.00
Mosquito Control	26,254.00
Air Pollution Control	5,372.00
Parking Surcharges	900.00
Regional Transit Authority	36,911.00
Special Education	2,463.00
School Choice	9,995.00
County Tax	41,826.97

131,402.97

Total General Fund Expenditures

37,266,276.05

Accounts Forwarded From FY92:

Computer System	12,710.55
Town Hall Remodeling	12,084.88
Town Hall Space needs	2,443.38
School Summer Salaries	73,056.49
Cruiser Repair	57.85
DPW Electric	9,076.41
DPW Water Purchase	38,569.29
Lowell Sewer	35,239.98

183,238.83

SPECIAL FUNDS TRANSACTIONS**FUND 12-School Lunch**

Balance/Receipts:	
Balance Foward	146,236.91
Local	401,459.38
Federal	136,099.00
From Gen. Fund	31,997.00

715,792.29

Expenditures:		
Salaries	310,291.16	
Vendors	251,255.03	
		561,546.19

UND 13-Road/Sign Programs

Balances/Receipts:		
Balances Forward	246,491.88	
Grant	166,446.17	
Chap. 90	153,166.00	
		566,104.05

Expenditures:		
Engineering	14,550.00	
Supplies	118,675.58	
Contractor	3,000.00	
Communications	150.15	
Temp.Loan	307,224.82	
		443,600.55

FUND 25-Textbooks/Athletics

Balances/Receipts:		
Balances Forward	56,942.67	
Athletics/Band	58,049.85	
Textbooks	1,905.90	
Adult Education	21,122.00	
Custodian Services	1,215.00	
		139,235.42

Expenditures:		
Salaries	5,375.00	
Athletics Vendors	70,651.48	
Book Vendors	103.60	
Adult Ed. Salaries	14,257.25	
Custodian Services	1,341.36	
		91,728.69

FUND 26-State Education Grants

Grants:		
Equal Educ. Salaries	27,402.00	
Library Aid	26,605.33	
Program Support	382,600.00	
Criminal Forfeitures	4,079.06	
		441,686.39

Expenditures:		
Equal Educ. Salaries	27,402.00	
Transfer to Genl. Fund	26,605.33	
Program Support Salaries	367,048.00	
Program Support Vendors	15,552.00	
		437,607.33

FUND 27-Sundry State Grants

Balances Forward:		
Warrants Payable	329.60	
Hurricane Bob	42,711.71	

Election Hours	10,696.60
State Census	2,758.58
State Hospital Records	2,907.09
Drug Control	31,405.79
Attendant Care	24,105.50
D.A.R.E.	215.89
Water Purification	1,671.13
Elderly	8,782.74
Arts Lottery-Adm.	2,769.34
Grants	11,305.04

139,659.01

Various Grants	
Hurricane Bob	7,766.00
Elections Hours	3,071.00
Drug Control	33,000.00
Attendant Care	10,757.49
Elderly	6,182.00
Arts Lottery	7,625.00
Interest	286.00
State Hospital Records	37,668.00

106,355.49

Expenditures:	
Warrant Paid	329.60
Hurricane Bob	18,335.00
State Census	2,507.00
Drug Control-Salaries	50,454.10
Equipment	4,160.00
Communications	2,781.74
Supplies	764.54
Attendant Care Services	34,862.99
D.A.R.E. Supplies	2,683.98
Elderly-Services	1,133.88
P/T Salaries	5,971.00
Printing	177.86
Copier	1,500.00
Pamphlets	382.00
Recreational	1,150.00
Computer	2,255.00
Lawn Mower	2,395.00
Arts Lottery-Supplies	97.70
Awards	13,760.00

145,701.39

FUND 28-Special School Programs

Balances Forward:	
Team Chairperson	15,746.80
Chapter II-E.C.I.A.	2,527.00
Special Needs	927.52
Project Charlie	1,191.16
Pre-School Language	2,357.16
Chapter I-Low Income	(23,054.92)
Early Childhood	9,080.36
Staff/Parent Teaching	2,146.30
Title II	1,416.32

12,337.70

Federal Grants:	
Team Chairperson	153,010.00
MET	650.00
Teacher Improvement	13,775.00
Collab. For Children	3,000.00
Project Charlie	16,526.00
Pre-School Trans. Gen'l Fund	20.34
Chapter I-Low Income	173,079.00
Chap. I Trans. Gen'l Fund	1,313.92
Job Outlook	1,725.00
Early Childhood	26,650.00
Math/Science-Title II	750.00
Title II	8,858.00
Elem. Science	11,232.00
Pre-Referral	3,500.00
Coop Learning	2,560.00

416,649.26

Expenditures:	
Chairperson-Salaries	139,699.52
Vendors	17,495.04
E.C.I.A Vendors	2,527.00
Staff/Parent Train. Vendors	2,146.30
Special Needs Vendors	927.24
Project Charlie-Salaries	12,598.00
Vendors	4,343.89
Trans. Gen'l Fund	.28
Pre-School Vendors	2,377.50
Chapter I-Salaries	141,883.00
Vendors	8,394.51
Early Childhood-Salaries	24,030.31
Vendors	9,211.75
Math/Science Vendors	749.02
Teacher Improvement	12,406.36
Collab. for Children	1,123.95
Job Outlook	1,610.00
Title II	4,964.31
Elem. Science	10,085.23
Pre-Referral-Salaries	490.00
Vendors	2,115.00
Coop Learning-Salaries	1,039.20
Vendors	1,515.66

401,733.07

FUND 29-Various Accounts:

Balances Forward:	
Warrants Payable	12.92
Sale of Town Land	700.00
Wetlands Protection	10,941.40
Planning Engineering	28,663.12
Main St. Design Gifts	44,000.00
Dog Pound Gifts	150.00
Trees Gifts	774.00
Fleming School Rental	9,401.71
Water Guarantee Deposits	3,177.31
Wetlands Engineering	533.15
Elderly Nutrition Stipend	1.68
Patriotic Activities Gifts	1,831.26

Summer Playgrounds	584.50
Police Insurance Recovery	716.92
Police Union Fees	(639.00)
D.A.R.E.	103.51
Fire Special Detail	186.16
Fire Insurance Recovery	1,377.25

102,515.89

Sundry Receipts:	
Arts Lottery Gift	1,195.00
Men's Softball Lighting	1,172.58
Wetlands Filing Fees	4,907.70
Planning Sidewalks	16,390.00
Planning Engineering	10,282.75
Special Police Details	525,847.84
Special Union Fees	3,666.25
Special Fire Details	22,391.08
Fire Insur. Recovery	3,598.00
Dog Pound Donations	50.00
School Rentals:	
Center	27,314.68
Fleming	9,517.03
North Street	2,400.00
Guarantee Deposits	12,408.00
Wetlands Engineering	4,822.50
Special DPW Details	1,413.41
Elderly Nutrition Stipend	1,200.00
Patriotic Activity Gifts	3905.00
Police Insurance Recovery	5,636.41
D.A.R.E. Gifts	3,819.69
Robo-Cop	900.31
K-Mart School Gift	500.00
Sewer Contractors	19,500.00
Pothole Recovery	1,126.45

683,964.61

Expenditures:	
D.A.R.E.	2,449.15
Planning Engineering	12,248.08
Planning Sidewalks	(30.00)
Planning Deposit Refunds	1,500.00
Special Police Details	508,384.59
Police Insurance Repairs	2,156.93
Special Fire Details	22,391.08
Fire Insurance Repairs	3,876.32
School Rentals:	
Center-Sundry Vendors	10,765.56
Trans. Gen'l Fund	16,549.12
Fleming-Sundry Vendors	7,087.31
Trans. Gen'l Fund	11,831.43
North St. Trans. Gen'l Fund	2,400.00
Guarantee Deposits	12,327.86
Engineering Refunds	488.53
Wetlands Engineer Services	3,172.50
Special DPW Details	924.88
Elderly Nutrition Supplies	952.88

Patriotic Gifts Vendors	4,523.08
Playground Gifts Vendors	208.00
Arts Lottery Vendors	1,215.00
Men's Softball Lighting	1,172.58
Wetlands Services	847.56
Robo-Cop	291.99
K-Mart School	392.80
Pothole Claims	1,126.45
Transfer to Gen'l Fund	186.16
Sewer Contractors	16,991.00

646,430.84

FUND 30-Capital Projects

Balances Forward:

Rte. 38/Common Design	16,198.04
Water Distribution Program	3,663.97
Digital Gift-Water Main	15,000.00
Health Brook Insur. Recov	115,567.12
School Heating	50,278.02
North/Main Sts. Wtr Main	900,051.45

1,100,758.60

Receipts:

Bond Art.30 ATM 92	3,200,000.00
From Gen'l Fnd (Asbestos)	379,828.00

3,579,828.00

Expenditures:

Roofs-Construction	2,264,995.71
Engineering	410,776.19
Handicap Access Eng.	41,134.64
Water Distribution Program	77.00
Rte. 38 Common Design	10,425.75
Digital Water Main	3,598.87
Water-North/Main Sts:	
Prof. Services	17,300.50
Supplies	21,130.44
Construction	568,743.47
Transfers To:	
Gen'l Fund (From Roofs)	115,567.12
(From Water Main)	126,292.00
Fund 35 (Foster Rd.)	49,500.00

3,629,541.69

FUND 35-Sewer Projects

Balances Forward:

Sewer Const. Loan	22,555.16
Apple Hill	263,935.37
Pleasant St.	28,210.83
Main St. Sewer	2,192.18

316,893.54

Receipts:

From Funds 30/35	100,015.99
------------------	------------

Expenditures:

Professional Services	250.00
Foster Rd Transfers	50,515.99

50,765.99

FUND 80-Trust Funds

Balances Forward:

Conservation	75,322.59
Foster	13,484.88
Peirce	890.26
Cemetery	12,542.87
Stabilization	3,157.83
Fairgrieve	464,111.71
Mahoney	1,941.44

571,451.58

Earnings:

Cemetery Care	376.99
Conservation	2,512.28
Fairgrieve	15,070.67
Foster	404.43
Mahoney	65.90
Peirce	26.81
Stabilization	105.31

18,562.39

FUND 85-Agency Funds

Sundry Balances:

Warrants Payable	936.75
Defibrillator Gifts	1,674.31
Security Deposits	3,000.00
Insurance Recovery	744.50
Seabrook Gift	23,299.50
Fire Gift-Supplies	500.00
CPR Program	87.00
Bid Deposits	465.00
Recycling Bins	72.00
Sport Fees (State)	(936.75)
Dog Fees (County)	5,808.00

35,650.31

Receipts:

Licenses/Fees:	
Dogs	8,696.00
Sporting	12,732.85
Seabrook Safety Program	5,000.00
Fire Gift-Tools	335.00
Deposits:	
Bids	1,250.00
Security	1,100.00
DPW Insurance Recovery	4,449.91
Recycling Bins	338.00
Recycling Gifts	788.81
School Gift-Farrah	150.00
Ambulance Gifts	345.00
Fire Gift-Stickers	250.00
Police Gift-Stickers	250.00
Ambulance Charges	1,638.38

37,323.95

Expenditures:

Dog Licenses-Clerk	1,887.00
County	7,217.00

Sporting Fees-Clerk	342.60	
State	12,390.25	
Fire Tools	372.00	
Fire Stickers	210.00	
Insurance Repairs	4,414.33	
Recycling Committee	119.29	
Security Refunds	2,750.00	
Seabrook Safety Equip.	26,756.85	
Ambulance Collection Chrgs	1,310.00	
		57,769.32

FUND 90-Fixed Debt

Outstanding:

Water Mains	2,101,500.00	
Water Meters	75,000.00	
Water Treatment Plant	4,600,000.00	
School Construction	2,755,000.00	
School Roofs	3,768,500.00	
School Asbestos Removal	379,500.00	
School Heating	1,165,500.00	
Roads	15,000.00	
Town Hall Repairs	40,000.00	
Sewers	6,340,000.00	
		21,240,000.00

GENERAL FUND BALANCE SHEET JUNE 30,1993

ASSETS

Cash	1,239,798.72	
Petty Advances	550.00	
Personal Property Taxes	56,352.89	
Real Estate Taxes	382,016.61	
Less Allowances	(573,287.15)	
Tax Liens/Possessions	2,556,289.18	
Deferred/Litigated Taxes	7,484.49	
Motor Vehicle Excise	389,415.16	
Special Sewer Liens	17,271.13	
Water/Sewer Rates/Liens	824,070.50	
Misc. Water Services	10,997.15	
Trash Collection/Liens	20,031.26	
Ambulance Service	63,414.73	
Veterans Benefits	54,186.51	
Total Assests		5,048,591.18

LIABILITIES & FUND BALANCES

Accounts Payable	40,489.94	
Accrued Payrolls	123,376.43	
Accrued Vendors	55,405.38	
Accrued Payroll Withholdings	504,821.59	
Net Unlocated Cash Overage	506.39	
Abandoned/Unclaimed Property	29,357.47	
Unclaimed Tax Refunds	31,588.08	
		785,545.28

Deferred Revenue:

Property Taxes	7,448.53	
Taxes in Litigation	35.96	
Real/Personal	(134,917.65)	
Tax Titles/Possessions	2,556,289.18	
Motor Vehicle Excise	389,415.16	
Water/Sewer	824,070.50	
Water/Sewer Service	10,997.15	
Trash/Liens	20,031.26	
Special Sewer Liens	17,271.13	
Ambulance	63,414.73	
Veterans	54,186.51	
		3,808,242.4

Fund Balances:

Reserved-Encumbrances	317,852.54	
Petty Cash Reserve	550.00	
Over/Under Assessments	(9,403.97)	
Overlay Deficits	(3,407.62)	
Unreserved (E & D)	420,272.77	
Snow/Ice Deficit	(271,060.28)	
		454,803.4

Total Liabilities/Fund Balances 5,048,591.1

BALANCE SHEETS VARIOUS SPECIAL FUNDS

FUND 12 SCHOOL LUNCH

Cash	154,246.10	
Reserved Fund Balance		154,246.1

FUND 13 ROADS

Cash	122,503.50	
Road Construction		48,045.9
Resurfacing		37,895.2
Chap. 90		36,562.3

FUND 25 SCHOOL REVOLVING ACCOUNTS

Cash	47,506.73	
Athletics/B. .nd		32,803.0
Textbooks		4,603.3
Adult Education		10,226.7
Custodians		(126.36)

FUND 26 MISC. ACCOUNTS

Cash	4,079.06	
Drug Forfeitures		4,079.0

**FUND 27
SUNDRY STATE GRANTS**

Cash	100,313.11	
Elections		13,767.60
Census		251.58
Primary		2,907.09
Drug Control		6,245.41
Water Purification		1,671.13
Arts Lottery Administration		1,671.64
Arts Lottery		6,456.04
D.A.R.E.	(2,468.09)	
Hurricane Bob		32,142.71
State Records		37,668.00

**FUND 28
SPECIAL SCHOOL PROGRAMS**

Cash	27,253.89	
Project Charlie		755.27
Chapter I		1,060.49
Early Childhood		2,488.30
Math/Science		5,310.99
Team Chair		11,562.24
Pre-Referral		895.00
MET		650.00
Job Outlook		115.00
Teacher Improv.		1,368.64
Collaborative		1,876.05
Elem. Science		1,146.77
Coop Learning		5.14

**FUND 29
VARIOUS GIFTS, ETC.**

Cash	140,049.73	
Warrants Payable		12.92
Wetlands		15,001.54
Planning Engineering Deposits		41,617.79
Highway Design		44,000.00
Dog Pound		200.00
Tree Planting		774.00
Police D.A.R.E.		1,474.05
Water Guarantee Deposit		3,257.45
Wetlands Engineering Deposits		2,183.15
Nutrition Stipend		248.80
Summer Playgrounds		356.50
Patriotic Activities		1,213.18
Police Insur. Recovery		4,196.40
Police Special Details		17,463.25
Police Union Fees		3,027.25
Fire Insur. Recovery		1,098.93
Town Land Sales		700.00
K-Mart School Gift		107.20
Robo-Cop		608.32
DPW Sewer Engineering Deposits		2,509.00

**FUND 30
CAPITAL PROJECTS**

Cash	1,051,044.91	
High School Heating		50,278.02
School Roof Repairs		524,228.10
Main/Pleasant Sts. Intersection		5,772.29
Water Distribution		3,586.97
Andover St. Water Main		11,401.13
North/Main Sts. Water Main		117,085.04
Handicap Access		338,693.36

**FUND 35
SEWER SYSTEM**

Cash	366,143.54	
Foster Rd. Sewer		100,015.99
Apple Hill Sewer Extension		263,935.37
Main St. Sewer		2,192.18

**FUND 80
TRUSTS**

Cash	590,013.87	
Conservation		77,834.77
Foster School		13,889.31
Peirce		917.07
Cemetery		12,919.86
Stabilization		3,263.14
Fairgrieve		479,147.51
Mahoney		2,042.21

**FUNDS 81-82
BANK BOOK COLLATERAL**

Books in Treasurer's Custody	321,341.08	
Planning Board Projects		287,841.08
Sewer Installers Bonds		33,500.00

**FUND 83
SECURITY DEPOSITS**

Cash	500.00	
Ahern		500.00

**FUND 85
AGENCY**

Cash	15,204.94	
Defibrillators		1,674.31
DPW Security Deposits		1,350.00
DPW Insurance Recovery		780.08
Seabrook Project		1,542.65
Fire CPR Program		87.00
Fire Gifts		503.00
DPW Bid Deposits		1,715.00
Recycling Bins		410.00

County Dog Fees	5,400.00
TSI Ambulance Fees	328.38
Merrimack Meadows Gift	250.00
Ambulance Supplies Gift	345.00
Farrah Guidance Gift	150.00
Recycling Gifts	669.52

FUND 90 DEBT

Maturing Debt	21,240,000.00
Sewer Phase I	2,135,000.00
Andover St. Sewer	250,000.00
Sewer Phase II	1,300,000.00
Sewer Phase III	2,210,000.00
School Const. — 1974	75,000.00
School Const. — 1982	2,680,000.00
Andover/North Streets Sewer	350,000.00
Roads	15,000.00
Water Meters Phase I	45,000.00

Water Meters Phase II	30,000.00
Water Treatment Plant	4,600,000.00
Town Building Repairs	40,000.00
High School Heating	1,165,500.00
Heath Brook Asbestos	379,500.00
Main St. Sewer (ATM91)	95,000.00
Water Mains (ATM91)	2,101,500.00
Heath Brook Roof (STM91)	568,500.00
School Roof Repairs	3,200,000.00

FUND 91 BOND ISSUES

Loans Authorized — Unissued	5,764,361.00
Sewer — 1988	2,600,000.00
Roads — 1989	163,037.00
Water — 1991	375,000.00
Heath Brook Roof (STM91)	150,000.00
Various Roof Repairs (ATM92)	2,100,000.00
Road Repairs (ATM92)	376,324.00

Salaries

George Abodeely	31,919.52	George C. Greenman	33,052.96	Joseph M. Petros	5,768.00
John Anderson	32,468.48	Richard E. Griffin	80,005.00	Kenneth M. Philbrook	9,576.00
Florence Antonuk	5,930.77	Richard G. Hernandez	14,638.75	Albert J. Raschella, Jr.	3,780.00
Norma J. Aylward	17,985.75	Sandra J. Hesketh	3,049.00	Deborah A. Rocco	332.50
Delores Barlow	6,257.90	Robert K. Howard	28,165.57	Valerie E. Rogers	18,907.33
Henry A. Benson	35,126.96	John N. Hynes	27,126.41	Anthony Romano	53,730.48
Priscilla Betses	69,122.48	Christine Kearns	210.00	John Ryan	73,312.20
Jeanne F. Blackstone	18,332.37	Joanne Kearns	23,636.56	John F. Ryan	112.00
Christopher Boder	357.00	James J. Kelleher	247.00	Anita Sartori	23,475.00
Patricia Boucher	18,397.54	John J. Laffey	28,001.39	Kurt Schimmelbusch	19,866.90
Bernard Boudreau	14,228.08	Katherine Lambert	782.25	Cindy A. Seigny	1,281.00
Daniel J. Bradley, Sr.	5,176.50	William P. Leccese	54,332.28	Ann Sexton	7,788.33
Theresa D. Brown	23,487.00	Thomas W. Lovett	51,646.76	Beverly M. Shattuck	9,214.00
Josephine C. Campo	35,754.64	Bruce Alan MacDonald	27,667.91	Adrian L. Simpson	588.00
William Carlson	21,098.80	Mary Maguire	35,147.97	Phillip J. Stone	10,640.50
Lawrence M. Cavanaugh	640.00	Eileen Mahoney	8,668.45	Michael B. Sullivan	55,630.76
Rose M. Cochran	4,091.50	Louis E. Marion, Jr.	30,588.10	Thomas F. Sullivan, Jr.	29,851.09
Judith Colman	17,462.23	Daniel N. Martin	35,132.05	Barbara Tanner	47,157.28
Paula B. Coppola	19,078.84	Kevin P. McArdle	55,932.28	Nancy G. Thompson	23,244.28
William P. Cuskey, Jr.	32,975.99	Joseph F. McCann	30,525.73	Peter G. Thuillier	34,722.76
Jorge Braz Dasilva	24,337.31	Robert McCarthy	18,908.75	Elaine M. Tower	17,975.40
Micheline Deangelis	61,165.56	Lawrence McGowan	2,557.52	Joel A. Trull	29,661.28
William Degregorio	73,360.92	Muriel McGowan	9,226.92	William Tsimsos	55,927.28
Henry Dewing	12,997.25	Christine L. McGrath	80,849.48	Joseph C. Walsh	63,812.28
John B. Dey	13,175.56	James McGuire	27,899.40	John Weir	55,927.28
Benedict J. Dobbins	5,694.50	George A. Morse	10,321.50	Town of Tewksbury	664.12
William T. Doherty	1,337.00	Richard H. Newton	27,207.06	Temp Ed Associates, Inc.	100.00
Anne Duncan	32,251.76	William J. Oleson	2,188.00	Cynthia Abate-Upson	39,704.38
June Fowler	18,338.23	Roy Osterberg	26,493.65	Carole Acone Callahan	44,987.80
Joseph Paul George	37,760.92	Donald C. Page	26,902.77	Mary L. Adams	11,641.16
Thomas M. Gilbride	31,050.18	Raymond C. Penney	2,492.00	Lisa J. Alexander	27,938.90

Charles Allen	41,461.82	Debra J. Cody	25,809.86	Marilyn H. Fowler	6,475.95
Anthony Alessandro	278.40	Maureen Whitehead	37,979.72	Maureen Francis	26.00
Joan Andella	6,300.96	AnnaMae Coffin	1,182.00	Leo Frechette	11,409.50
Douglas W. Anderson	5,449.00	Marjorie Conlon	35,440.82	Joan Friedman	40,810.00
Kevin C. Anderson	2,499.96	Thomas Conlon	41,035.80	Jan H. Fuller	41,104.41
Jason Andrews	41,739.89	Kathleen J. Connell	35,281.82	M. Elizabeth Gaffney	43,269.49
Robert P. Appolloni	40,299.90	Karla Conway	41,438.27	Carole Anne Gallo	39,891.46
Henrietta L. Araujo	39,671.46	Jacqueline Cote	1,599.50	Sal J. Gallo	41,976.32
Linda J. Austin	13,097.00	Edward D. Cremins	39,720.81	Louis A. Garceau	41,021.91
James T. Auten	40,333.50	Robert K. Cullen	41,720.00	Eileen T. Gardner	36,511.83
Brian Aylward	2,077.00	Maryann M. Damian	894.00	Frances Gath	36,420.36
Gary Ballou	3,200.00	Diane Davos	10,183.84	Louise A. Gearty	16,165.87
Sandra Barnett	36,093.45	Ann L. Deal	4,130.75	Arlene M. Gorski	351.00
Cornelius J. Barry	3,009.00	Alma A. Davis	42,242.78	Donna Graham	40,440.89
Donald R. Barry	42,252.86	Meredith Debow	41,722.41	Mary Jane Gray	41,438.27
Cynthia A. Basteri	40,975.75	Robert C. Degaravilla	31,120.27	Maureen C. Gropman	42,362.28
Lawrence J. Basteri, Jr.	49,443.90	Joseph Delgrosso	29,878.46	Richard Gropman	41,187.41
Mary A. Beattie	660.00	Madeline O'Brien	36,420.36	Phillip Gulman	200.00
Linda Beaulieu	9,283.33	Joseph J. Dermody, Jr.	3,767.85	Sheila Gurry	36,511.83
Stephanie L. Beaulieu	648.00	Linda A. Deprimio	897.00	Linda Hair	41,111.36
Elinor Beloin	12,977.00	Patricia Dias	36,642.95	Yvonne M. Hall	25,395.00
Tina A. Bennett	871.00	Mary Diciaccio	12,943.36	Gail M. Hamilton	35,628.75
Judith K. Berube	36,645.45	Edward K. Dick	2,833.32	Bonita Hansberry	41,153.45
Sandra C. Bettencourt	38,669.56	Kimberly A. Diehlmann	3,500.00	Margaret M. Harcourt	27,378.23
Nancy Billings	38,596.68	Leo Dirocco	5,111.00	Richard A. Harris	3,093.00
Dale D. Black	37,507.29	Edward J. Doherty	1,666.64	Christine Hassan	36,450.60
Anthony Blandini	36,332.84	Barbara Donaghy	38,319.45	George Hazel	3,500.00
Roseanne Boghossian	39,887.22	Ann M. Donnelly	6,355.98	Patricia A. Hegarty	8,654.02
Linda Boucher	8,998.82	John L. Donoghue	45,046.92	Trudy Hennemuth	31,065.64
Rita Boudreau	9,180.00	Alfred P. Donovan	3,175.00	Mary Herlihy	36,543.33
Warren Bowen	49,338.27	Kerry Dribbon	2,222.00	Brian J. Hickey	7,016.40
Albert W. Bradley	42,933.02	Ronald Drouin	2,176.00	Carole Holmy	40,409.83
Kathleen Brandt	13,369.70	Barbara G. Duarte	36,440.52	Dennis Holt	1,852.00
Laura J. Braxten	294.00	Marie C. Dube	39,671.46	Judith A. Hopkins	22,817.00
Arlene Breault	40,810.00	Henri A. Dufour	41,060.00	Robert Horgan	40,810.00
John C. Bresnahan, Jr.	40,359.72	Gale F. Hanna Durkin	3,858.23	Karen Houghton	432.00
Kimberly J. Bresnahan	9,689.95	Judith Ann Dziadosz	6,177.02	Linda House	6,403.40
Jennifer Briggs	1,335.00	George Economou	36,436.11	Cynthia Howard	143.00
Catherine Brimer	36,420.36	Cassandra M. Edell	37,611.44	Debra Nicolehuber	1,200.00
Elaine F. Brinton	12,131.89	Eleanor Edelstein	37,239.27	Dorothy Hudak	32,453.07
Joseph P. Buckley	41,337.64	Lorraine H. Enos	893.75	Maureen Jackman	36,435.47
Maureen A. Buckley	36,113.61	Geraldine Evangelista	494.00	Isabel L. Jankelson	40,948.35
Virginia Bunting	36,110.25	Annina Faraci	41,128.16	August P. Jardin	37,807.61
Cheryl Burris	13.00	Katherine M. Favreau	65.00	John F. Jarek	45,326.80
Antoinette Byrnes	39,671.46	Diane Fay	1,200.00	Donna L. Joyce	65.00
Tracy N. Callahan	560.00	Rose Marie Curley	3,667.91	Jane Juszkiewicz	9,283.16
Virginia Callahan	40,810.00	Nancy Farreyforsyth	40,415.09	George Kalarites	42,906.00
Thomas G. Canarelli	1,947.00	Mary Feick	35,281.82	Marcia A. Kalarites	41,986.08
Gertrude M. Carey	42,242.78	Martha A. Feran	6,542.55	Maureen Kane	35,920.36
Linda Carter	1,284.05	Elaine Fiske	36,465.71	Kaspar Kasparian	41,168.24
Cindy L. Chase	858.00	Judith I. Fitzgerald	9,035.40	James P. Kastritis	38,233.61
Donald P. Ciampa	3,661.00	Chester Flynn	1,768.00	Christine Kearns	4,688.00
Joan Ciambella	12,763.13	Patricia J. Flynn	336.00	Barbara A. Keefe	6,596.01
Karen Cintolo	9,774.15	Michael T. Fitzpatrick	2,861.30	Louise E. Kelley	5,353.80
Carlton Clark, Jr.	40,810.00	Dorothy Foley	40,830.16	Jane A. Kelley	40,470.00
John C. Clarke	42,391.46	Joseph P. Foley	432.00	Joan E. Kelley	42,242.78

Mary Pepin Kennedy	39,718.71	Robert F. McCabe	40,825.75	Cheryl D. Porcaro	23,397.3
Dianne L. Kelley	9,180.17	Pamela McDade	35,504.41	Mary A. Primerano	40,820.0
Maureen P. Kelley	37,214.32	Anne McDermott	37,670.77	Stephen Prodanas	42,599.3
Jean B. Kyser	6,547.05	Patricia R. McDonnell	36,336.19	Kathryn Quinn	36,430.4
Arlene King	41,438.27	James K. McGuire	29,333.49	Elinor A. Read	40,820.0
Pauline J. King	36,640.36	Carolyn A. McLaughlin	5,189.67	Claire Reed	36,420.3
William Kirwin	40,359.72	Maureen McNamara	41,575.70	Stephanie Reichardt	1,100.0
Patricia Koravos	39,876.54	Maureen McSheehy	35,912.41	Frances Renaud-Stephan	41,665.8
Christos Koumantzelis	56,712.71	Brenda McWilliams	36,430.44	Anne Richards	282.7
Iris Koumantzelis	36,433.96	Patricia Meuse	2,666.64	Gerald Rideout	47,105.6
Joanna Krainski	43,375.31	Sharon McArdle Milenavich	40,410.80	Maureen Rideout	38,508.4
Marilyn Krikorian	42.10	Kathleen Mofield	36,511.83	Elaine Riley	13,045.5
Patricia A. Krol	40,611.00	Donna B. Mooney	39,671.46	Bonnie L. Roberts	36,453.9
Barbara E. Krueger	40,837.46	Kathleen J. Mootrey	19,140.27	Mari Margaret Roberts	40,823.4
Elizabeth Kyle	46,362.33	Denise Morandi	24,862.60	Denis J. Rock	800.0
Susan Lachance	39,671.46	Joseph E. Morello	1,706.00	Carol Rodgers	41,438.2
Mary Laffey	37,349.63	Therese H. Morin	4,368.43	Daniel Rogacki	36,336.1
Susan Lamotte	36,435.47	Mary C. Morris	9,283.33	Ann Romano	2,499.9
Patricia Lannon	36,527.58	Mary Louise Morris	37,676.54	Kristine Macinnis	2,200.0
Joseph A. Le Prohon	42,350.57	Richard Mousseau	40,810.00	Cathy Ronan	42,855.5
Cynthia L. Lavallee	34,147.52	David Mullen	36,521.16	Geraldine Rubico	35,281.8
Nancy Laws	6,418.18	Elaine Mullen	36,420.36	H. Susan Ricci	126.3
Frederick Leahy	43,152.78	Lois E. Murphy	12,437.23	Joan Ryan	36,443.9
Donna Lecam	41,611.36	Mary Murray	42,043.52	Joan F. Ryan	286.0
Alfred Leclair	40,810.00	Joseph Musumeci	42,264.16	Sandra Jean Ryan	27,251.5
James L. Leclair	40,926.63	Mary A. Nawn	6,881.76	Carol A. St. Germain	37,567.0
Alice Leduc	17,551.58	Lisa Neary Hughes	36,118.42	Agnes Sacramone	42,785.2
Michele Lemay	31.50	Jefferey F. Nelson	3,624.00	Carol Sagro	41,539.1
Steven Levine	45,009.70	Carlene Neumann	40,938.27	Denise Mariesaindon	35,297.5
Patricia A. Lightfoot	8,561.35	Paul Nichols	400.00	Sandra Samojeden	41,660.6
Sharlene Locker	45,310.00	Linda Novelli	42,903.83	Shirley Sanford	36,420.3
Judith E. Lodi	35,524.56	Brenda A. OBrien	38,070.00	Elizabeth Santos Zambella	36,420.3
Raymond Loosen	40,940.98	Daniel G. OBrien	39,818.72	Tracy Saraceni	1,066.6
Janice Lunn	41,438.27	Joanne O'Brien	37,249.35	Charlotte Sargent	12,397.4
Pamela Lussier	12,984.50	Marilyn P. O'Brien	41,742.78	Mary Sarsfield	13,749.4
Arlene J. Lyons	42.10	Norris Obrien	40,810.00	Richard Schadlick	40,810.0
Anita MacDonald	45,248.65	Ann Ohara	36,420.36	Susan Scofield	36,194.2
Luanne MacDonald	849.87	Victoria M. O'Leary	65.00	Eugene Sdoia	41,438.2
Robert MacDougall	47,983.92	Richard O'Neill	833.32	Alyson Shanley	452.0
Valerie MacKenzie	400.00	Marcia Osterman	22,266.90	Sandra Sheppard	31.5
Ann Maloney	30,455.91	Glenn W. Osterman	40,499.72	Gail Shinberg	42,715.8
Linda Malone	35,281.82	Rita O'Sullivan	39,671.46	Laurie Siano	520.0
Robert B. Maloney	40,810.00	Richard Otis	39,721.86	Shirley A. Silver	438.7
Anne Maloy	36,962.86	Stephanie Pagiavlas	22,613.00	Margaret Smith	9,283.3
John Maloy	41,688.10	Elizabeth F. Papik	40,849.38	Thomas Smith	897.0
James Manley, II	36,527.95	Andrew Pappathan	26,356.00	Joanne Steele	507.0
Mary Manseau	41,849.97	Susan Patterson	36,420.36	Marilyn Steele	23,215.4
Robert L. Manzi	47,807.97	George Paul	42,348.27	Vasilike J. Stevens	6,602.0
David Marcus	36,700.36	Dorothy Peach	9,283.16	Donald Stewart	40,920.2
Elsa A. Marsh	34,168.13	Kathleen Penney	9,098.54	Janice R. Stotelmyre	26.0
Sandra Marsh	767.00	Frederick Penza	44,298.64	Patricia Stratis	37,897.9
Jody L. Masse-Arikian	16,546.50	Marjorie A. Petalas	41,438.27	Carole Sullivan	40,810.0
Helen Matysczak	35,281.82	Roger Pilat	38,393.39	Barbara J. Sullivan	6,678.0
Elaine Maxwell	35,504.41	Claire Piscione	37,693.34	Dolores A. Sullivan	44,979.6
Monica McBrine	2,760.00	William Piscione	49,346.27	Donald Sullivan	46,738.2
Evelyn D. McCabe	6,593.22	Gail A. Pollard	36,047.52	James Sullivan	2,200.0

Mary L. Sullivan	43,008.48	Lynne Dykeman	7,513.56	David Candelaria	66.00
Mary T. Sullivan	3,500.00	Sandra C. Ethier	7,570.03	Daniel Cargill	47.00
Rosemary G. Sullivan	6,092.28	Terri Fortunato	37.50	Tom Carpenito	127.00
Stella F. Sullivan	39,746.17	Mary E. Fox	132.00	Tom Carpentino	47.00
Nadine B. Sutliff	2,310.95	Agnes Fowler	9,485.77	Larry Cavanaugh	304.00
Donna L. Tanner	41,629.65	Carole Friedman	11,359.87	Larry Cavanaugh	99.00
Patricia Tellier	38,416.17	Deborah Gardiner	2,352.00	Robert Chamberlain	27.00
Lisa J. Terris	27,889.18	Marie J. Gleason	6,123.73	Kim Clauss	67.00
Betty Ann Themeles	35,920.36	Marilyn W. Gretskey	168.00	Andrew J. Cohen	47.00
Christine Themeles	37,330.36	Judith A. Hanlon	9,442.94	Steven L. Coleman	33.00
Susan Thorne	39,705.06	Rosemary Indelicato	4,140.00	Paul Connolly	47.00
Eileen M. Tibbetts	47,300.54	Rosemary Helmer	315.00	Barry Connors	84.00
Janice M. Tibbetts	432.00	Rochelle Hastings	10,694.30	Joseph Connors	99.00
Priscilla Titus	42,398.00	Janet Hubert	10,049.07	Andrea Coppola	95.00
William Traveis	43,582.41	Mildred E. Large	1,329.00	Andy Corey	35.00
Kim M. Troisi	897.00	Pauline J. Lebel	90.00	D. Scott Crowell	39.00
Mary E. Turcotte	6,696.59	Susan E. Mann	4,168.50	Minas J. Dakos	94.00
Betty Turner	42,242.78	Donna McKenna	744.00	Janet Cassidy Wood	67.00
Kathleen Vetrano	42.10	Lorraine McPhee	11,006.42	Jay Dauphinais	49.50
Thomas Verrill	588.00	Lorraine Macleod	33.00	David Desmond	27.00
Barbara Vitallo	36,420.36	Concetta M. Miranda	8,853.61	Brian Dick	234.00
Sheila Walsh	36,420.36	Dolores Montecalvo	9,381.49	Angelo Dinardo	47.00
Elaine Walsh	8,569.35	Patricia A. Napoli	15,432.56	Tom Dipietro	47.00
Thomas M. Walsh, Jr.	41,515.91	Marie Nolan	9,395.11	Todd Dirocco	66.00
Karen Ann Ware	36,435.47	Mildred Patterson	8,630.16	Jerry Dodge	47.00
Robert Ware	3,093.00	Julie Connolly	3,778.50	James Donnelly	74.00
Mary D. Waterman	845.00	Sandra M. Rich	76.50	James Doyle	47.00
Mary T. Weisse	1,881.70	Jeannine Rheault	4,560.00	Paul Driscoll	66.00
Doris M. Westaway	2,580.00	Sandra Ryan	1,177.50	Rick Emerson	47.00
Alfred J. White	42,802.08	Elizabeth Ryder	9,241.43	Len Errera	126.00
Joy White	10,973.09	Mary Ellen Slater	2,382.00	Ken Evitts	229.50
Rose M. White	39,043.64	Barbara Stevens	11,294.87	Frank Falite	53.00
Roger Whittlesey, Jr.	47,112.43	Mary Sullivan	130.50	Mark Fanaras	47.00
Jacqueline Williamson	36,420.36	Holly Tellier	7,391.06	Frank Fergola	127.00
Doris Worthington	13,084.50	Ivane Thibodeau	11,294.87	Andrea Formosi	67.00
Warren J. Yaeger	40,860.40	Marie Verrill	55.50	William Furlong	37.00
Jennie Zantuhos	36,420.36	Janice M. Woodman	8,790.36	David J. Fusco	39.00
Richard Zbieg	42,026.37	Laurence B. Bairstow	33.00	Ron Fusco	126.50
Elaine Zunino	84.20	Glen J. Alsup	162.00	John Glazebrook	47.00
Town of Tewksbury	4,250.00	James Avery	35.00	Brian D. Gleason	47.00
City of Lowell Police Dept.	200.00	Frank Androski	47.00	Frank J. Gomez	101.00
Town of Andover	140.00	Kenneth Atkinson, Jr.	34.00	Don Goodick, Jr.	39.00
Temp. Ed. Associates Inc.	7,924.00	Michael Barros	66.00	Stephen J. Graveline	71.00
Linda Appleman	2,613.00	Charles Bartolomew	76.00	Roland H. Guthrie	66.00
Joan Barnaby	7,649.31	Richard H. Bernier	99.00	David J. Gwiazda	144.00
Maureen Bedard	7,987.57	Jeff Blanchard	94.00	Brian Haakenstad	66.00
Phyllis Boumel	5,210.73	John F. Bonish	47.00	Michael G. Hammond	47.00
Barbara A. Curtin	7,463.06	Chuck Bordeleau	33.00	Dennis E. Hansbury	47.00
Carolyn M. Desisto	6,066.60	Richard Bouchard	91.50	Roger Hardy, Sr.	37.00
Janet M. Davis	2,218.50	Dominic J. Boudreau	111.00	David W. Harris	48.00
Joan E. Dey	47,680.68	Tamnie Brooks	95.00	Richard J. Harrison	27.00
Mary P. Dibella	8,773.61	Larry Bradley	66.00	Leigh Hastings	40.50
Judy Dickinson	9,066.49	Michael Brown	96.50	Preston F. Holman	39.00
Marie Difabio	9,225.11	Nate Bryant	47.00	Carmen Iannuccilli	60.00
Susan Donofrio	1,215.00	Mark Byrne	47.00	John Jaskul	47.00
Anna B. Dobbin	8,827.73	Patrick Calery	66.00	Cliff Jordi	47.00

Larry Kelleher	47.00	Robert P. Morrisette	66.00	William Robinson	47.00
Robert Kelly	47.00	Kevin F. Mahoney	47.00	Anthony M. Romano	66.00
Walter Kimball	47.00	Ken Meuse	33.00	Kelly Ross	66.00
Chris Kinchla	47.00	Steve Mulvey	54.00	Jimmy Rourke	33.00
Jay Ko	47.00	Dennis Murphy	47.00	Michael Sedgwick	35.00
Steve Koerper	49.50	William R. Murphy	48.00	Barry F. Sheehan	33.00
Scott Kopycinski	27.00	Philip J. Nangle	146.00	George B. Sheehan	58.00
Michael Lachance	99.00	Jeff Nelston	229.00	Edward P. Sheehy	27.00
Paul Lafond	33.00	David Neville	47.00	Mike Smith	96.50
Neil Landry	54.00	Gary Nihan	57.00	Terry Smith	33.00
Michael Lane	74.00	Peter Noel	101.00	Christopher Spanks	33.00
Dick Lapierre	94.00	George O'Brien	47.00	Thomas Strandberg	115.50
Pat Lewis	66.00	Bob O'Leary	47.00	Chris Sullivan	27.00
David A. Libby	33.00	Sean O'Leary	47.00	James J. Sullivan	179.00
Sharon Lowry	67.00	David O'Connor	35.00	Stephen Tague	47.00
Colin MacDonald	34.00	James O'Neill	35.00	Louis Tanguay	80.00
David Magee	47.00	Bob Oreal	47.00	Leonard Tatarouns	33.00
Kevin F. Mahoney	33.00	Steven Pajak	33.00	Gary E. Thibodeau	146.00
Tim Mahoney	47.00	Al Pappalardo	33.00	Nelson Thompson	222.00
Rick Mansul	47.00	David M. Patterson	33.00	Dan Trepanier	47.00
Sharon McClafferty	37.00	Edward Peterson	47.00	Shawn T. Tully	47.00
Michael J. McCormack	33.00	Arnold Poehler	27.00	Michael H. Ulrich	33.00
Peter McHugh	54.00	Jerry Quaglia	66.00	Thomas Verrill	165.00
Thomas McNair, Jr.	47.00	Alfred R. Richards	99.00	Michael Watson	47.00
Ken Meuse	33.00	Melissa Riddle	33.00	Paul White	47.00
Joe Miller	47.00	William Ritchie	177.00	Stephen L. Whitten	47.00
William Miller	92.00	Carol Rivard	47.00	Joseph Woods	99.00
Bruce Morey	33.00	Harland D. Robbins	47.00	David G. Yates	33.00
Roger Morrison	47.00	Alex Robinson	146.00		

TREASURER-COLLECTOR (SALARIES)

	Regular	Overtime	Total		Salary	Overtime	Total
William Blakeney, Jr.	37,493.57	562.41	38,055.98	Callery, William F.	280.00		280.00
Mamie Burke	25,985.68	1,539.46	27,525.14	Cedorchuk, Michael P.	430.00		430.00
Warren Carey	47,526.96	-0-	47,526.96	Casey, Thomas J.	11,767.22	2,879.64	14,646.86
Theresa Gillette	24,229.92	671.00	24,900.92	Chandler, William, Jr.	40,506.33	6,277.91	46,784.24
Elizabeth Johnson	16,492.78	-0-	16,492.78	Conlon, Kevin M.	36,487.75	5,005.01	41,492.76
Dorothy Lightfoot	25,203.06	1,429.48	26,632.54	Cuskey, Lorraine M.	32,312.02		32,312.02
William Rose	8,992.13	446.20	9,438.33	DeRoche, George	40,818.20	9,042.15	49,860.35
Janet Smith	15,982.92	-0-	15,982.92	Dobbin, Benedict J.	397.50		397.50
David Sullivan	45,704.37	2,266.00	47,970.37	Doherty, Doris R.	30,667.02		30,667.02
DEPARTMENT OF PUBLIC WORKS				Doherty, Evelyn A.	27,883.71		27,883.71
	Salary	Overtime	Total	Erickson, Robert C.	97.50		97.50
Belida, Robert A.	37,622.95	4,939.22	42,562.17	Ethier, Mark W.	35.00		35.00
Boudreau, Daniel	65.00		65.00	Fansel, Andrew P.	32.50		32.50
Boudreau, David	65.00		65.00	Fay, Raymond J.	47.50		47.50
Boudreau, Dana	112.50		112.50	Fiorello, Thomas	40,935.45		40,935.45
Brooks, Brian J.	105.00		105.00	Frasca, John C.	42.50		42.50
Buckley, Kevin P.	32.50		32.50	Garrant, Leon	45,492.68	2,389.87	47,882.55
Burris, William R., Jr.	57,969.91		57,969.91	Gath, Brian R.	37,477.76	9,550.21	47,027.97
Burris, William R.	200.00		200.00	Giannetti, Frank P.	36,432.74	5,596.14	42,028.88
				Hallisey, Jill	10,060.92		10,060.92
				Hendrick, George L.	382.50		382.50
				Holden, William J.	87.50		87.50

	Salary	Overtime	Total	J	Salary	Overtime
Hudson, Royal R.	40,990.44	6,878.16	47,868.60	James Giasullo	37,285.71	9,000.66
Kane, John C.	45,823.38	3,411.36	49,234.74	Russell Gourley	39,785.29	6,632.03
Kane, Lawrence G.	37,097.75	6,226.67	43,324.42	James Graham	63,267.74	390.19
Lambert, Paul F.	38,636.88	4,824.00	43,460.88	Donald Greer, Jr.	36,651.65	6,263.17
Lightfoot, Ernest J.	45,084.01	11,251.05	56,335.06	Donald Greer, Sr.	36,799.25	417.72
Lightfoot, James M.	37,002.75	5,451.62	42,454.37	Richard Hamm	36,984.20	9,274.76
Lightfoot, Timothy M.	80.00		80.00	Michael Hazel	38,737.78	9,287.43
MacGilvary, Allan P.	34,675.12	11,297.37	45,972.49	Brian Hurley	35,318.93	5,301.93
Marsh, Robert R.	15,144.37	3,666.76	18,811.13	Mary Kane	25,010.92	
Marshall, James G.	43,320.17	8,309.84	51,630.01	Edward Kearns	42,095.56	6,686.43
McCarthy, John P.	44,512.01	4,847.10	49,359.11	Joseph Kearns	18,765.42	3,992.32
Monahan, Linda M.	34,871.97		34,871.97	Scott Keddle	36,828.63	6,664.46
Mosher, James M.	102.50		102.50	Gary Kerr	35,343.36	7,040.42
Nolan, James E.	39,903.20	3,913.96	43,817.16	David Levy	44,887.31	7,576.25
Nolan, Robert J.	37,385.73	7,487.78	44,873.51	John Lightfoot	38,635.66	7,814.57
Notenboom, George	34,335.83	7,953.07	42,288.90	Robert Little	35,191.67	7,417.97
Peters, Michael D.	36,432.75	6,266.10	42,698.85	Kenneth Mallinson	26,914.49	409.44
Richards, Clarence A.	37,447.75	8,748.89	46,196.64	Richard Mackey	38,138.13	8,058.86
Ryder, Wayne E.	320.00		320.00	Russell McGlaufflin	34,866.49	9,754.22
Salerno, John M.	31,715.53	7,894.07	39,609.60	Robert Morris	20,272.42	1,073.09
Shimkus, James T.	40,676.99	3,212.10	43,889.09	Timothy Niven	42,383.23	9,451.23
Stoddard, Gregg A.	472.50		472.50	John O'Neill	40,921.18	7,861.53
Stoddard, Richard E.	38,708.57	12,802.98	51,511.55	Richard O'Neill	37,006.69	1,049.14
Stronach, Timothy	37,057.75	6,870.37	43,928.12	Stephen Powers	37,278.65	6,319.15
Trearchis, Dean	33,016.34	6,721.22	39,737.56	Kenneth Rapoza	34,653.56	4,722.26
Trott, Roger N.	25,085.92	6,526.08	31,612.00	Bruce Reed	51,616.11	10,301.91
Vieweg, Edward, Jr.	35,228.51	5,584.69	40,813.20	James Ryan	49,371.69	10,736.37
Ward, Jack W.	37,097.74	5,674.94	42,772.68	Thomas Ryan	72,435.62	
Westaway, Richard L.	40,091.20	3,256.88	43,348.08	Daniel Sitar	35,914.55	8,112.17
Wilkinson, William J.	45,734.37	14,271.68	60,006.05	Michael Sitar	45,937.86	9,472.16
Zedina, Louis	40,499.77	4,262.60	44,762.37	Daniel Small	35,413.20	6,145.44
				Donna Jean Smith	28,952.48	5,912.21
				Albert Vasas	34,718.75	8,834.17
				Jon Viscione	36,175.01	5,980.75
				Vance VonKahle	36,455.27	3,680.85
				Edward Wilson	29,791.84	3,138.22
				George Yost	51,721.04	10,106.41
				Philip Zerofski	45,377.81	9,727.92

FIRE DEPARTMENT SALARIES

	Salary	Overtime
David Austin	46,105.37	9,248.99
John Burris	42,008.82	7,564.38
Robert Calistro	37,337.54	7,378.66
Michael P. Callahan	35,593.86	7,069.15
Michael T. Callahan	35,042.44	5,418.33
Stephen Cotugno	40,735.65	2,616.86
Virginia Coviello	26,314.15	
Mary Daley	31,527.24	4,052.13
Cosmo DiBiase	31,401.52	
Joseph Dogherty	35,657.02	6,639.57
Robert Dogherty	25,911.09	623.25
Daniel Donovan	36,722.30	8,541.54
Lawrence Driscoll	19,917.59	
James Farley	32,711.83	249.30
John Field	34,370.80	
Oscar Forero	35,823.89	6,985.15
Robert Fowler	52,945.69	14,429.42
Richard Gath	36,188.50	662.42

POLICE DEPARTMENT

	Salary	Overtime
Amari, Peter	49,991.95	2,706.80
Barry, John	38,383.89	6,466.65
Bolton, Clifford	13,404.20	337.12
Bolton, Leonard	36,116.32	638.76
Budryk, Robert	40,982.83	15,665.91
Carroll, Robert	47,144.36	6,186.75
Coviello, Christopher	32,151.63	7,388.11
Delucia, Joseph	42,331.53	17,096.98
DeCalogero, Anthony	54,119.98	2,392.29
Doherty, Paul	42,511.23	2,498.54
Doherty, Paul, Jr.	34,805.18	9,481.76

	Salary	Overtime		Salary	Overtime
Donovan, A.	44,484.28	4,753.48	Stephens, Allan	42,450.75	7,375.82
Ford, Ralph	53,406.53	6,460.00	Suarez, Jeffrey	33,204.28	4,559.02
Gundrum, Denise	71,626.18	-0-	Tanguay, Roger	35,176.16	5,164.42
Hazel, George	61,304.36	5,841.00	Thomas, Thomas	39,647.62	3,248.88
Hodgdon, James	37,742.27	9,023.63	Tumenas, William	34,121.13	7,561.60
Hood, James	34,858.96	9,933.58	Warren, Brian	33,235.06	2,162.23
Jamieson, Walter	68,336.85	-0-	Westaway, Robert	34,513.85	6,377.58
Jop, Walter	51,123.31	4,108.26	Higginbotham, Maryellen	36,373.99	2,489.34
Kandrotas, Stephen	50,078.41	3,607.71	Newton, Eileen	15,190.13	-0-
Lafortune, Raymond	33,167.58	6,546.43	Terrazzano, Virginia	25,347.68	58.18
Landers, Richard	52,747.96	3,834.62	Hadley, Herbert	10,558.48	289.52
Latta, William	42,808.10	7,245.69			
Layne, Debra	35,156.17	2,779.09			
Layne, Warren	57,553.88	4,773.65			
Layne, William	56,834.05	4,010.60			
Luz, James	46,622.73	5,376.51			
Mackey, John	84,653.36	-0-			
Maille, Jerrilee	18,788.33	442.08			
Martin, Edward	65,667.12	7,016.33			
McKenna, James	51,311.27	7,722.10			
Pappas, Francis	35,176.17	4,418.46			
Perry, Henry	44,331.53	11,097.07			
Perry, Mark	33,167.59	6,122.29			
Peterson, Dennis	51,509.66	29,632.53			
Powers, John	45,416.17	9,292.08			
Reese, Kevin	37,566.46	8,384.33			
Ringwood, Paul	44,781.59	9,323.16			
Schwalb, William	34,159.36	1,689.15			
Sheehan, Michael	31,849.28	1,813.56			
Sheehan, Timothy	39,712.25	1,163.49			

HAROLD J. PATTEN PUBLIC LIBRARY

	Base Pay	Overtime	Total
Desmarais, Elisabeth	44,388.54		44,388.54
Gaffney, Mary	17,282.34		17,282.34
Goguen, Michael	1,623.50		1,623.50
Haines, Elinor	22,190.33	3,909.44	26,099.77
Hazel, Erin	2,091.00		2,091.00
Huse, Kimberly	1,440.85		1,440.85
Kutcher, Mary	21,251.00	1,985.97	23,236.97
McLaughlin, Mary	21,606.89	1,603.47	23,210.36
Moore, Frances	31,535.61		31,535.61
Roussell, Conor	140.25		140.25
Salvato, Joyce	8,593.30		8,593.30
Sullivan, Barbara	399.60		399.60
Toppin, Joanne	2,171.41		2,171.41

ACCOUNTING DEPARTMENT

Thomas Berube	56,033.64	Jill Klerowski	465.00	Charlotte Cooper	375.00
Linda Curtis	25,641.22	Debbie Foley	465.00	Charles Coldwell	350.00
Donna Gill	31,851.11	Tina Rideout	465.00	Pamela Brothers	1,543.02
Lorraine Whynaught	18,202.99	Deborah Cooke	465.00	Christine Levin	1,972.25
		Michael Kinnon	465.00	Monica Berube	1,175.01
		Shannon Ware	465.00	Donna Clark	1,645.01
		Diane Cedorchuck	5,934.48	Anne Dailey	1,259.39
				Roberta Hennessey	1,715.64

RECREATION SALARIES

Exceptional Children	
Chester Flynn	4,280.00
Tom Walsh	1,650.00
Tina Leskowski	1,500.00
Christine Barbato	1,650.00
Kathy Bowen	1,650.00
Trisha Flynn	1,200.00
Christine Stanton	1,050.00
Summer Playground & Tennis	
Susanne Trudeau	1,500.00
Phyllis Huse	1,500.00
Mary MacDonald	1,050.00
Kim Kirk	1,050.00
Dan Sprague	1,050.00
Jane Carey	1,050.00
Aurolyn Merritt	1,050.00

BUILDING DEPARTMENT

Jeremiah Delaney	13,709.00
Patricia Hennessy	16,380.00
Catherine Mazzuchi	12,732.00
John McCarthy	25,200.00
Loretta Miggos	38,588.00
Thomas Monahan	35,887.00
George T. Nawn, Sr.	33,861.00
David R. Sargent	15,139.00
Sandra Stevens	12,730.00

BOARD OF HEALTH

Thomas G. Carbone	41,528.60
Barbara Westaway	21,549.21
William Lindsey	425.00

COMMUNITY ACTION

Francis Coolidge	12,516.00
George Gibson	12,870.00
Cornelius Barry	28,979.00
Linda Ricardo-Brabant	26,887.00

CONSERVATION COMMISSION

Christina Levin	638.72
-----------------	--------

PLANNING BOARD

Sean T. Sullivan	43,697.00
Shannon Doherty	23,202.24
Cheryl Busch	1,100.00
Robert Sullivan	750.00

Brian O'Connor	750.00
Robert Fowler	750.00
Richard Krause	750.00

BOARD OF ASSESSORS

Boudreau, Norman	30,522.80
Flanagan, Barbara	9,372.40
Doherty, Joseph	1,990.66
Tompkins, Margaret	20,816.54
Lawrie, Linda	15,420.15
MacGilvray, Anne	25,232.41
Trudeau, Cynthia	33,284.16
David Cressman	67,021.00
Sandra Barbeau	49,492.00
Edwina Hudson	37,519.00
Helen O'Donnell	35,509.00
Barbara Hague	27,329.00
Sarah Jarossi	28,125.00
Walter Collins	42,511.00

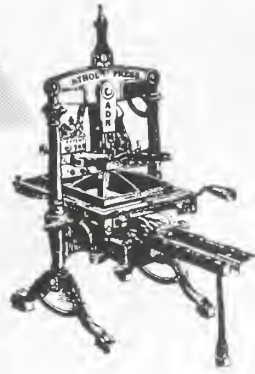
TOWN CLERK

Elizabeth A. Carey	45,036.00
Kathleen M. Collins	30,912.00
Geraldine Murphy	9,465.00
Angela T. Callahan	419.00

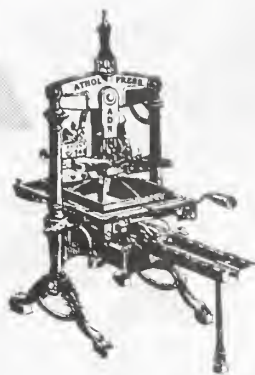
Index

Appeals	48
Appointed Committees	7
Appointive Officers	6
Assessors	91
Auditor	92
Balance Sheet	100
Biograph	5
Building Department	67
Conservation Commission	48
Council on Aging	63
Dog Officer	48
Elected Officers	6
Election Results — Town, April 3, 1993	9
Fire Department	71
Government Districts	8
Health Board	66
Housing Authority	51
In Memoriam	2
In Memoriam	3
Library Trustees	61
Mosquito Control Project	49
Parking Clerk	50
Personnel Board	47
Planning Board	47
Police Department	68
Public Works	72
Recreation	65
Registrars	50
Salaries	102
Schools	73
At Your Service	85
Committee Report	73
General Information	80
Guidance Services	75
Staff	81
Superintendent's Report	74
Tewksbury Memorial High School	77
Selectmen's Report	45
Shawsheen Valley Tech. School	85
Town Clerk	49
Town Counsel	46
Town Manager	45
Town Meetings — Warrants Annual, May 3 & 5, 1993	10
Special: February 8, 1993	23
May 5, 1993	24
September 27, 1993	27
November 18, 1993	42
Treasurer/Collector	88
Veterans' Services	51

Notes



Notes



At Your Service

GENERAL INFORMATION	640-4300
AMBULANCE	851-7355
Assessors, Town Hall	640-4330
Auditor, Town Hall	640-4320
Board of Registrars (Voter Information)	640-4355
Building Commissioner (DPW Building, Whipple Rd.)	640-4430
Community Action Committee (Medical Transport)	640-4488
Conservation Commission (DPW Building, Whipple Rd.)	640-4365
FIRE DEPARTMENT	
To Report a Fire	851-7355
Other Fire Information	640-4410
Health Board (DPW Building, Whipple Rd.)	640-4470
Housing Authority (Livingston Street)	851-7392
Library Harold J. Patton, Town Hall Ave.	640-4490
Parking Clerk, Town Hall	640-4356
Planning Board (DPW Building, Whipple Rd.)	640-4370
Plumbing Inspect./Electrical Inspect. (DPW Build.)	640-4435
POLICE DEPARTMENT, 935 Main Street	
Emergency	851-7373
Admin-Non Emergency	640-4381
Detectives	640-4380
Dog Officer	640-4395
Records	640-4385
PUBLIC WORKS DEPARTMENT, 999 Whipple Road	
Superintendent/Administration Office	640-4440
Engineering Department	640-4440
Highway Department	640-4440
Park Department (Livingston Street)	640-4462
Sewer Department	640-4440
Snow and Ice Emergency	640-4443
Tree Department	640-4440
Water Dept. (For Emergencies, Call Police Dept)	640-4448
Water Treatment Plant	858-0345
Recreation Dept. (DPW Building)	640-4460
Rubbish Disposal	851-0240 or 1-800-660-0240
SCHOOL DEPARTMENT	
Athletic Director	851-6044
Loella Dewing School, 1469 Andover St.	851-4316
Heath Brook School, Shawsheen St.	851-9112
Junior High School, 10 Victor Drive	851-3709
Guidance Dept., 320 Pleasant St.	851-3771/851-3411
Lunch Program Supervisor	851-9121
Memorial High School, 320 Pleasant St.	851-2011/851-2022
North Street School, 133 North Street	851-7376
Special Ed. Office	851-6796
Louise D. Trahan School, Salem Rd.	658-3119
Superintendent of Schools, Center School, 139 Pleasant St.	851-7347
School Business Office, 139 Pleasant St.	851-6248
Sealer of Weights and Measures	851-2055
Selectmen, Town Hall	640-4300
Senior Citizens Drop-In Center, 175 Chandler St.	640-4480
Town Cable TV	851-0341
Town Clerk, Town Hall	640-4355
Town Manager, Town Hall	640-4310
Treasurer/Tax Collector, Town Hall	640-4340
Veterans Agent, Town Hall	640-4485
Voters Information, Town Hall	640-4355
Water Billing Dept., Town Hall	640-4350
Welfare Department, Middle St., Lowell	454-8061
Wire Inspector (DPW Building)	640-4430
CITIZENS INFORMATION SERVICE:	
Office of the Secretary of State	1-800-392-6090
Senator, Edward Kennedy (Boston)	1-617-565-3170
Senator, John Kerry (Boston)	1-617-565-8519
Congressman, Martin Meehan (Lowell)	459-0101
State Senator, John O'Brien (Boston)	1-617-722-1612
State Representative, James Miceli (Boston)	1-617-722-2745



